



Carbon County Library System

Code of Conduct Policy

The Carbon County Library system provides free, open, and equal access to ideas and information to all members of the community. This code is designed to foster an atmosphere of mutual respect and courtesy and applies to all individuals while on library property. Behavior becomes unacceptable when it interferes with another person's use of the library, when it could result in injury to oneself or others, or when it could result in loss or damage to customer or library property.

Unacceptable behavior includes, but is not limited to:

- Verbally or physically threatening or harassing another person
- Using tobacco (including nicotine vaporizer devices), alcohol, or illegal substances
- Displaying excessive affection, obscene gestures, sexual acts, and indecent exposure
- Consuming food or beverages, except in designated areas
- Pushing, running, shoving or throwing objects
- Disrupting others with loud talking or other noises
- Skateboarding or roller blading
- Misusing furniture or materials
- Bringing animals (except certified service animals) into the library without prior written permission from the director
- Unauthorized soliciting of funds or offering of goods or services for sale
- Behavior that interferes or denies others full and equal access to library materials and services

Shirt and shoes are required for all patrons, including children, while on library property.

Children

Children are welcome in the library, but staff cannot supervise individuals.

Consequences of Misconduct

The library reserves the right to ask any person to leave whose behavior is disruptive, is inappropriate for a library environment, or interferes with the use of the library by others.

All staff members are authorized to expel individuals for unacceptable behavior for the remainder of one day. Longer term expulsions will follow the guidelines set forth below.

- **First Expulsion:** Patron May not enter the library or be present on library property for the remainder of one day. Patron will be allowed back in the following day.
- **Second Expulsion:** Patron may not enter the library or be present on library property for one calendar week after expulsion. Patron will be allowed back in after one week elapses.
- **Third Expulsion:** Patron may not enter the library for a minimum of one month, after which they are obligated to meet with the Director to review and sign a copy of the Code of Conduct. Minors must bring a parent or legal guardian with them to the meeting.

More serious violations of library policy or state and federal law may result in immediate expulsion and contacting of law enforcement.

Due Process

Patrons may schedule a meeting with the Director at any point during the disciplinary process to appeal their expulsion. Individuals will be given notice of the reasons for disciplinary action and allowed an opportunity to respond. The decision of the Director shall be final and may not be appealed in any forum.