

# **POLICY**

**Subject: Safe and Secure Library Environment**

**Adopted: March 9, 1996**

**Amended: April 9, 2019**

**Reviewed: September 19, 2022**

All library patrons, employees and Board members have a right to a safe and secure library environment. In order to provide this, the following philosophy and actions will be implemented.

There will be no tolerance of violence or any threats of violence, harassment, intimidation, or bullying by anyone at any of the Dickinson County Library facilities.

This includes, but is not limited to:

- Any act of physical violence.

- Any actual, implied or veiled threat, made seriously or in jest.

- Any type of vulgar language which would lead to a hostile library environment.

- Any verbal harassment, such as name calling or bullying, of library staff.

The Library Board and the Library Director will do whatever is necessary to have a library environment free from violence, threats, harassment and vulgarity. This includes asking the person(s) to leave the library if the behavior in question does not cease.

Anytime a staff member feels that a patron's behavior is threatening to the safety of other patrons or staff members, the staff member in charge may call the police immediately.