Disruptive Behavior Policy

The library is committed to providing a safe, welcoming, and respectful environment for all patrons, visitors, volunteers, and employees. Harassment, intimidation, threats, or abusive behavior toward other patrons or library staff will not be tolerated.

1. Harassment includes, but is not limited to:
2. Verbal abuse, yelling, insults, or offensive language directed at other patrons or staff.
3. Behavior intended to demean, humiliate or intimidates a person.
4. Threats of physical harm or acts of intimidation.
5. Discriminatory or hateful comments based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic.
6. Unwanted physical contact or attempts to block, follow, or corner staff members.
7. Repeated unwanted communication, stalking, or behavior intended to alarm, distress, or interfere with a staff member's ability to perform their duties.
8. Recording or photographing staff in a manner intended to harass, intimidate, or disrupt library operations.

Library patrons and staff have the right to perform their duties free from harassment and abuse. Patrons are expected to communicate respectfully, even when expressing concerns or disagreements.

Any individual who engages in harassing behavior may be asked to stop the behavior immediately, leave the library premises, or have their library privileges suspended or revoked, depending on the severity or repeated nature of the conduct. When appropriate, law enforcement may be contacted.

The library reserves the right to take any action necessary to protect the safety and well-being of its staff, patrons, and visitors and to maintain an environment conducive to library services.

Behavior that is considered disruptive includes:

1. Fighting, running, horseplay, jumping on furniture, throwing objects, roller-skating or playing in the elevator or staircases.
2. Speaking or laughing loudly, or using obscene or abusive language.
3. Sleeping, drinking alcoholic beverages, smoking or using tobacco products.
4. Playing audio equipment so others can hear it.
5. Entering or being in the building without being fully clothed, which includes but not limited to, wearing shirt and shoes.

6. Bringing an animal into the building excepting a service dog used for guidance.
7. Soliciting for sale any item or circulating petition or surveying by non-library groups.
8. Rearranging library furniture or moving library equipment.
9. Blocking or interfering with free movement of patrons and staff.
10. 10. Misuse of public restrooms

Responding to Disruptive Conduct

If disruptive conduct occurs, the library may take the following action:

A. Step one—Warning

Advise the individual that the conduct is unacceptable according to library policy. Warn the person if their behavior doesn't comply with library policy that s/he will be asked to leave the facility if the behavior continues.

B. Step two—Evicted for the Day

If the person fails to comply with library policy after being warned, staff shall order the person to leave for the rest of the day. If the person does not obey the order, the police department will be called. A Step two eviction applies only to warnings given the same day. Repeated violations of this policy will be examined on a case-by-case basis. If disruptive behavior continues to be a problem, the director may suspend library privileges for a given period of time at their discretion.

Adopted by MCCLS board May, 2008

Illegal Behavior Policy

In the event of illegal behavior taking place in the library, the staff members reserve the right to contact local authorities to remove the individual from the building. Library Director reserves the right to remove library privileges of the individual. Illegal behavior includes, but is not limited to the following:

1. Attempting to remove any library property from the building without authorization, or intentionally destroying, damaging or defacing library materials or any part of the facility.
2. Harassment or intimidation of patrons or staff, or interfering with the ability of staff to perform their duties.
3. Carrying or being in possession or control of a weapon

4. Lewd or lascivious behavior
5. Battery
6. Illegal drug use
7. Engaging in disorderly conduct or other conduct in violation of state or federal law or the City

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