EVANSVILLE VANDERBURGH PUBLIC LIBRARY

Code of Conduct

(EVPL Board of Trustees 7.11.2024)

The Evansville Vanderburgh Public Library offers library services to all. The Code of Conduct establishes rules for public behavior in the library and on library property that are necessary to:

- Provide a safe environment for library customers, employees, and volunteers.
- Keep our facilities and properties clean and welcoming to all.
- Protect the rights of individuals using library materials, facilities, services.
- Work toward providing an environment that is free from discrimination and intolerance.
- Safeguard library property and facilities from harm.

Applicability and Responsibility

Library policies apply to all people on library property. It is the responsibility of all EVPL staff and volunteers to understand this policy and to practice equitable application. It is the responsibility of EVPL's Chief Operating Officer and other EVPL staff, with the advice and guidance of the CEO and the Board of Trustees, to interpret, monitor, and recommend updates to this policy. The EVPL Chief Executive Officer is the final authority regarding enforcement of this policy.

Policy Violations

Library staff are required to bring to an individual's attention any act which violates these rules. Violators of this policy may be asked to change the behavior and if a change is not made, the violator will be asked to leave the library property. Some violations of this policy may immediately result in a suspension from library buildings and grounds. Violations of law will be referred to local law enforcement and criminal behavior may be prosecuted. Failure to leave if asked may result in police intervention, a possible library ban, and/or a charge of criminal trespass.

Illegal Activities

Illegal activities and behaviors that are violations of state, local, and federal laws are prohibited on library property and at library events. This includes but is not limited to theft, drug use, vandalism, intimidation, and harassment.

Personal Behavior and Conduct

All library patrons and staff should expect to enjoy a library experience free from threat, harassment, lewd, and/or disruptive behavior. EVPL aims to create spaces that are respectful of all people. To ensure this, **we do not tolerate**:

- Unwelcome conduct and/or unwelcome comments of a romantic or sexual nature, including but not limited to, references to a person's body or physical appearance, as well as requests for dates or personal information.
- Harassment, discrimination, or the threatening of customers or staff. Any acts, statements, jibes, jokes, images, or epithets which may reasonably create an intimidating, hostile, or offensive environment are prohibited.
- Indecent exposure or engaging in or soliciting any sexual act.
- Failure to comply with applicable health and safety regulations as mandated or recommended by federal, state, or local health officials.
- Intentionally damaging or destroying property belonging to EVPL, another customer, or staff.
- Brandishing a weapon or other items in an unsafe manner that could reasonably result in personal injury or property damage.
- Inducing panic, including making false 911 or emergency calls.
- Possession, use, or being under the influence of drugs or alcohol.

- Actively distributing drugs or alcohol.
- The use of any tobacco or vape products.
- Public urination or defecation.
- Fighting, threatening gestures, physical abuse, or assault.
- Gambling, panhandling, or soliciting money, goods, or services.
- Filming or photographing others without their permission.
- Improper dress or offensive body odor/hygiene.
- Sleeping in the library or bringing bedding into the library. (Library patrons younger than 6 years of age are exempt from this rule.)
- Using tables, furniture, equipment, and spaces, including restrooms, for anything other than their intended purposes.
- Behaving in a way that disrupts or interferes with how others use the library or with the staff's ability to provide service.
- Inappropriate language or raised voices.
- Unattended children. Children under the age of 10 should be accompanied by an adult or responsible person 14 or older while in the library or on library property. See the Unattended Children Policy for further guidance.
- Eating and drinking in the library, unless in specifically designated areas or if beverages are in covered containers.

Personal Belongings

All personal belongings must be kept within sight and at a minimum size not to interrupt the library experience of others and/or impede egress within the library. Storing personal belongings on library property or leaving personal belongings unattended is not allowed. Unattended items are not the responsibility of the library or library staff, and will be disposed of according to library procedures.

Service Animals

Only service animals and those used in library sponsored programs are allowed inside library facilities. Owners are responsible for monitoring and controlling the behavior of their service animals. No animals should be left loose or unattended outside.

Trespassing

When libraries are closed, patrons should limit their time on library property to returning library materials or for short-term access to library services and resources. Any other presence is trespassing. Returning to library property when suspended is trespassing. In both cases, police will be asked to remove trespassers.

Appeal Process

To appeal a suspension, please include your name, your contact information, your understanding of what happened that led to your suspension, and the reasons why your suspension should be lifted or shortened. Appeals should be addressed to EVPL's CEO at ceo@evpl.org, or:

Chief Executive Officer
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