

Code of Conduct for Meetings and Programs

Application

Invited Speakers, Staff, and Audience will provide an environment of mutual respect at all event venues.

Statement of Purpose

The Community Library seeks to provide an event environment in which diverse participants may learn, network, and enjoy the company of colleagues in an environment of mutual human respect. We recognize a shared responsibility to create and hold that environment for the benefit of all. Participants seek to learn, network, and have fun. Please do so responsibly and with respect for the right of others to do likewise.

Policy

Speakers and attendees are asked to frame discussions as openly and inclusively as possible and to be aware of how words or images may be perceived by others. This code of conduct applies to all participants at events conducted by The Community Library at all event venues, including in person and online/internet venues and social events. Participants asked by a representative of The Community Library to stop engaging in inappropriate conduct are expected to comply immediately.

Appropriate conduct:

- Respectful behavior in all interactions.

Inappropriate conduct which is expressly prohibited:

- Harassment, abusive behavior or intimidation based on race, color, religion, language, gender, age, sex, national origin, disability status, appearance, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact or invasion of personal space.
- Other acts of harassment including, but not limited to, bullying, abusing, and yelling.
- Any verbal or physical threats or acts of violence.
- Any other disrespectful or abusive behavior.

Violations of this code of conduct may result in sanctions including, but not limited to, written admonition, suspension and/or termination of privileges to attend The Community Library events.

Responsibility

Anyone who believes that there has been a violation of this Code of Conduct may contact The Community Library, in writing. The Director will communicate the incident to the Board of Trustees as soon as possible. The complaint shall be kept confidential to the extent possible. The

Director will conduct a thorough investigation and report the results to the Board of Trustees, the individual filing the complaint, and the subject of the complaint. The Director, in consultation with the Board of Trustees, shall determine the appropriate course of action, and, if any sanctions are appropriate under the circumstances.

Approved Date: 4/8/2021

Revised:

Reviewed: 11/9/2023