

Pike Library Association

DISCRIMINATION AND HARASSMENT AT THE LIBRARY

The Pike Library Association ("the Library") is committed to maintaining a library environment that is free of discrimination. In keeping with this commitment, we will not tolerate harassment of Library employees, patrons, or visitors.

Harassment consists of unwelcome conduct, whether verbal, physical, or visual, that is based upon a person's protected status, such as sex, color, race, ancestry, religion, national origin, age, or other protected group status. The Library will not tolerate harassing conduct that interferes unreasonably with an individual's use of the Library facilities or equipment, or that creates an intimidating, hostile, or offensive environment for others in the Library.

Unwelcome sexual advances, requests for sexual favors, and other physical, verbal, or visual conduct based on sex consists sexual harassment when creating an intimidating, hostile or offensive environment. Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching, or brushing against another's body.

All Library employees are responsible for helping assure that we avoid harassment. If a Library employee feels that he or she has experienced or witnessed harassment he or she is to notify the Library Director or a Board trustee immediately. Any Library patron who feels he or she has experienced or witnessed should notify the Director or a Board trustee. The Library forbids retaliation against anyone who has reported harassment.

The Library's policy is to investigate all such complaints thoroughly and promptly. To the fullest extent practicable, the Library will keep complaints and the terms of the resolution confidential. If an investigation confirms that harassment has occurred, the Library will take corrective action, disciplinary action of an employee or revocation of Library privileges for Library patrons.

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Adopted by the Board of Trustees: 3/1/2023