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Maryville Public Library Policy

Section D: PUBLIC ACCESS & SERVICES

Subject 101: Enforcement of Expectations of Behavior, Page 1 of 1

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Enforcement of Expectations of Behavior

The Library Board and Library staff have the right and responsibility to protect the safety of all Library customers, staff, property and materials and to maintain order on Library property. Violation of these expectations may result in an individual not being allowed admittance to the Library or in expulsion, prosecution and suspension of privileges on a temporary or indefinite basis. The Director or his designee, acting on behalf of the Library Board, may suspend the Library privileges of any person who willfully violates regulations. Suspension periods may vary with the severity and repetition of the offense, with up to but not limited to one-year suspension for acts or threats of violence to staff or customers, in addition to legal remedies and prosecution. Severe violations involving the use of weapons or violence may lead to the indefinite suspension of Library privileges. Citizens who have been denied library service for any reason may file a written appeal in accordance with the Maryville Public Library's Denial of Service policy (Section D-1000).

Safety Concerns

The Zero Tolerance Policy applies to patrons as well as staff. The library staff will call police if they observe any of the following behaviors:

1. An individual threatens to or does strike or act to physically harm another individual.
2. An individual threatens to or does damage library or personal property within the building or parking lot.
3. An individual refuses to leave after being asked to leave library property.
4. An individual possesses illegal drugs or alcohol or is publicly intoxicated.
5. An individual views or prints out pornographic images.
6. An individual engages in an act of public indecency. This includes masturbation, fondling of another's sex organs, sexual intercourse, nudity or exposure, public urination.
7. Abusive comments by library visitors, made either to other library users or staff.

Sexual and Other Unlawful Harassment

The Maryville Public Library is committed to providing a work environment that is free of discrimination and harassment. Actions, words, jokes or comments based on an individual's sex, race, ethnicity, age, religion or any other legally protected characteristic will not be tolerated.

Any person who believes they have been subject to conduct that violates this policy should promptly report the matter to the Library Director. Anyone engaging in sexual or other harassment will be subject to disciplinary action, which may include termination of employment.