

Carter Lake Public Library

Anti-Bullying Policy

The Carter Lake Public Library defines bullying as persistent, malicious, unwelcome, severe, and pervasive mistreatment that harms, attempts to intimidate, offends, degrades or humiliates whether verbally or physically. Bullying is considered to be any malicious or unwelcome action that adversely impacts an employee's ability to work or impacts a patron's ability to use the library facility. Bullying, harassment, and retaliation based on race (including but not limited to hairstyles and traits associated with race), color, age, sex, religion, ethnic or national origin, citizenship status, ancestry, marital status, gender identity, sexual orientation, disability, military or veteran status, genetic information, citizenship status, domestic violence victim status, or any other basis protected by law is strictly prohibited.

The Carter Lake Public Library considers bullying unacceptable and will not tolerate it under any circumstances. In an effort to create and to promote a welcoming, non-hostile, inclusive environment for everyone in the library, the following policy regarding bullying has been adopted.

Any individual targeting an employee or other patron who is found in violation of this policy will be asked to leave the library and may be barred from further access to the library. Bullying in this policy includes but is not limited to the following:

- Stalking- Stalking includes physically following or invading another's personal space which the individual finds unwelcome or threatening.
- Speaking to or making physical gestures about an employee or or patron in a demeaning way while at the library.
- Yelling at or verbal abuse, derogatory remarks, racial slurs, insults towards an employee or another patron.
- Taking photographs, while in the library, of any library employee or patron without their direct permission.
- Personal insults and the use of offensive nicknames.
- Public humiliation in any form.
- Physical or verbal threats.
- Abusive, lewd, or threatening conduct.
- Spreading malicious rumors, gossip or innuendo
- Making jokes that are offensive
- Cyberbullying

Carter Lake Public Library expects all employees and patrons to conduct themselves in a manner that is respectful of the rights and welfare of others in the library.

Adopted January 2025