

<b>PUBLIC CONDUCT</b>	
Purpose	To outline the behavioral expectations for all persons within WMRL facilities, and while participating in remote WMRL activities.
Scope	This policy applies to all users of the WMRL, including patrons, visitors, staff members, volunteers, and WMRL contractors.
Definitions	None
Policy Guidelines	<p>The WMRL welcomes persons of all ages, demographics, belief systems, ethnicities, and genders to frequent WMRL facilities and utilize WMRL programs, services, and resources. The safety and comfort of all persons within WMRL facilities is of paramount importance. To this end, the following behavioural expectations are in place in all WMRL facilities and at all WMRL events.</p> <p><b>BEHAVIOURAL EXPECTATIONS:</b></p> <p>The following behaviours are not acceptable and may constitute grounds for removal from WMRL facilities or events:</p> <ul style="list-style-type: none"> <li>• Verbal or physical abuse of any person, including WMRL patrons or staff</li> <li>• Theft of Library property</li> <li>• Defacement of Library property</li> <li>• Evident intoxication</li> <li>• Sleeping</li> <li>• Illicit activity</li> <li>• Sexually provocative activity</li> <li>• Discriminatory activity</li> <li>• Leaving children unattended</li> <li>• Any activity or behaviour that significantly disrupts, disrespects, or disturbs fellow Library users</li> <li>• Failure to adhere to other Library policies</li> </ul> <p><b>FOOD and DRINK:</b></p> <p>Food and drink is permitted in all WMRL facilities, provided its consumption is neither disruptive to other users, nor poses a reasonable risk of creating a mess or damaging WMRL property. Patrons are responsible for ensuring that all of these requirements are met. WMRL staff members possess the right to require patrons to desist from food/drink consumption at any time and possess the right to require patrons to remove their food/drink from the facility.</p> <p><b>CELLPHONE USE:</b></p>

The use of cellphones is permitted in all WMRL facilities, provided such use is not disruptive to other patrons or WMRL staff. WMRL staff members possess the right to require patrons to desist from cellphone use if it is deemed to be disruptive.

### **ATTIRE and GROOMING:**

All forms of self-expression through clothing and grooming are accepted and welcomed at the WMRL, provided they do not endanger or significantly disrupt the Library's patronage. Out of deference to health and safety, and out of respect for fellow patrons, WMRL staff members possess the right to require patrons to change their clothing or grooming choices if one of the following conditions is met:

- Clothing that displays hate speech or other distinctly discriminatory content
- Disruptive odours, including strong perfumes or other scents
- Nudity or partial nudity
- Bare feet, which are not permitted due to health and safety considerations

### **CHILDREN in the LIBRARY:**

Please see the WMRL's *Children in the Library Policy*.

### **WMRL STAFF RESPONSIBILITIES:**

It is the responsibility of the Director of Library Services or their designate to maintain safe and respectful environments within all branches of the WMRL. To this end, none of the behaviours outlined above are to be tolerated in any WMRL facilities. If such behaviours are exhibited, all WMRL staff members hold the authority to ask patrons to desist from this behaviour, leave the premises for the remainder of the day in question, and/or call upon available security/law enforcement personnel for support.

	<p><b>BARRING:</b></p> <p>Under extreme circumstances, persons who display one or more of the behaviours listed above will be barred from the WMRL. The authority to bar patrons lies with the Director of Library Services, the Supervisor of each branch location, and, in the case of Brandon, with Paladin Security personnel.</p> <p>In the event that a patron is barred, the duration of the barring is at the discretion of the person who issues the barring notice, whether that be the Director, the Supervisor, or a Paladin Security personnel.</p> <p>Where possible, the barred patron will be informed in-person that they are barred, and will be presented with a written notice outlining the reason for the barring. In cases where a face-to-face delivery is not possible, the barring notice may be delivered by registered mail to the individual's address. In circumstances where the offending individual's name is not known, or when it is otherwise not possible to inform them of the barring, the barring still holds valid.</p> <p>The decision to lift a permanent barring notice resides only with the Director of Library Services or the Supervisor of the branch in question.</p>
Date of Approval	Approved by the Library Board on February 16, 2022, in effect immediately.