

Purpose

The safety of Meridian Library District (District) patrons, staff, and volunteers is the District's number one priority. In an effort to provide a comfortable, positive, and safe environment for all District patrons, staff, and volunteers, and to protect District property, the Board of Trustees of the District ("Board") has established this Code of Conduct Policy (this "Policy"). This Policy is designed to provide clear and reasonable guidelines governing acceptable behavior within the District's library branches, on District premises, and on its various online platforms.

Unacceptable Behavior

Unacceptable behavior is defined as any conduct that is (a) a disruption to the orderly and efficient administration of District business; (b) a disruption to others using District facilities or platforms; (c) a threat to the security of District property; or (d) a danger to any person.

Unacceptable behavior includes, but is not limited to:

1. Any activity in violation of federal, state, or local law.
2. Possessing, selling, distributing, consuming or being under the influence of alcohol or illegal drugs; provided, however, possession and consumption of alcohol on District premises is allowable during special events or promotions approved in advance by the District Library Director (the "Library Director").
3. Smoking, use of smokeless tobacco products, e-cigarettes, or other electronic smoking devices, except in designated areas, which are at least twenty-five (25) feet away from entrances and exits. Tobacco and vaping products must be stored in personal belongings and out of sight while inside the library.
4. Using profane, lewd, threatening, disturbing, or abusive language, gestures, or behavior.
5. Engaging in unwanted physical contact.
6. Engaging in sexual conduct, viewing pornographic materials, or engaging in other lewd acts e.g., exposure, masturbation, or nudity.
7. Inappropriate conduct while using library furniture, equipment, or wireless internet.

8. Threatening behavior or harassment of any type, e.g., physical, sexual, verbal, or stalking, of library staff, volunteers, or other library patrons is prohibited in person, telephonically, digitally, or by any other means.
9. Damage, theft, or destruction of District property, including through the use of hacking technology, or otherwise disrupting District virtual services, or the use of library equipment in a manner other than intended by the manufacturer.
10. Failing to adhere to existing copyright, patent, trademark, or other existing intellectual property laws when using District equipment, materials, or wireless internet.
11. Eating, except in designated areas, and drinking, except through covered/lidded containers.
12. Running, pushing, shoving, or throwing objects.
13. Disobeying the reasonable direction of a District staff member.
14. Depositing trash anywhere other than in garbage receptacles provided.
15. Not keeping personal property within the library patron's control.
16. Not following protocols developed to prevent the spread of infectious diseases. Anyone not following established safety policies and protocols surrounding infectious and communicable disease may be asked to leave District premises.
17. Making ongoing loud noise that is disruptive to others.
18. Using recreational wheeled devices such as skateboards, scooters, roller blades or bicycles within District facilities.
19. Entering District facilities barefooted, without a shirt, or with offensive body odor or personal hygiene.
20. Sleeping, bathing, and other hygiene activities that inhibit the fundamental purpose and use of the library.
21. Bringing pets or animals, other than legally defined service animals, into District facilities, except as part of an authorized District program. Service animals, as defined by the Americans with Disabilities Act, must be leashed, harnessed, or tethered unless the library patron's disability prevents using these devices, in which case the patron must maintain control through voice, signal, or other means. Patrons may be asked to remove their service animal from the library if the animal:
 1. Poses a direct threat to the safety of others;
 2. Is out of control and effective action is not taken to control it;
 3. Is not housebroken or is causing destruction to library property; or
 4. Interferes with the library's fundamental purpose, e.g., by continuous barking.
22. The possession of weapons of any type on District property is prohibited unless

expressly permitted by law, including, without limitation, Chapter 33, Title 18, Idaho Code. For the avoidance of doubt, nothing herein shall be deemed to regulate (i) firearms or any element relating to firearms and components thereof, including ammunition, and (ii) knives or knife making components, beyond the limitations of Idaho law.

23. Failure to abide by District policies and rules.

Petitions and Surveys

The District has a compelling interest to ensure uninterrupted public access to all of the resources of our branches for our patrons. Therefore, any persons who desire to engage in petitioning, leafleting, soliciting, or conducting of surveys (collectively “petitioning”) on District property should first discuss the same with the on-site branch manager or their designee in order to receive site-specific directions on any applicable time, location, and related rules for such activity. No petitioning is permitted inside any District library branch. Panhandling and the selling of goods or services is prohibited on District property. Meridian Library District, Friends of the Meridian Library, Meridian Library Foundation, and District-sponsored events are exempt from the above policy provisions for purposes benefiting the District.

Violations and Enforcement

Authorized District staff members shall enforce this Policy in a fair and reasonable manner. Authorized District staff members include administrators, managers, supervisors, or staff members designated by a supervisor to intervene with patrons to secure compliance with library use rules. District staff will intervene to stop prohibited activities and behaviors and will involve law enforcement as appropriate. Anyone who violates this Policy will be promptly notified of the infraction and will be given notice of this Policy.

The consequences of Policy infractions vary. A violation may result in one or more of the following actions: verbal warning, expulsion from District premises, suspension of library privileges, and/or criminal prosecution or other legal action, as appropriate. The Board delegates to the Library Director or their designee the authority to enforce this Policy, including the authority to suspend library privileges of individuals who violate this Policy. The length of any suspension depends on the severity of the incident and is at the discretion of the Library Director or their designee. Notice of suspension shall be in writing and shall be effective upon sending to the patron’s physical or email address on file with the District, or by physical delivery to the patron. A patron whose privilege(s) has been limited or revoked may appeal the limitation or revocation of the privilege(s) by filing a written appeal with the Library Director within ten (10) days from the date of the issuance of the suspension. Patrons have the right to request Board review of any suspension that exceeds thirty (30) days as outlined in the suspension notice. The Board’s decision on such appeal

is final.

Repeated offenses by a minor will result in notification of the minor's parent/guardian.

The Library Director or their designee reserves the right to require a meeting with a patron whose privileges have been limited or revoked to review this Policy before their privileges may be reinstated.