

109. Harassment and Lewd Behavior Policy

Patrons and library staff have the right to enjoy an environment free from harassment, including, but not limited to, sexual harassment and lewd conduct. Harassment includes, but is not limited to, persistent and unwelcome conduct or actions. Sexual harassment includes, but is not limited to, unwelcome sexual advances, unwelcome requests for sexual favors, unwelcome physical contact of a sexual nature, or unwelcome verbal, nonverbal, or physical conduct of a sexual nature. Lewd acts, sexual misconduct, and sexual harassment are not acceptable conduct.

Anyone, including library staff and patrons, who harass other library staff or patrons will be asked to leave the Tolono Public Library District, and a report will be filed with the Library Director for investigation. Repeated acts of harassment and conduct that have the potential to escalate into violent or illegal actions will be reported to the proper authorities.

Those who engage in inappropriate public displays of affection in the library or commit other minor acts will be given one warning and then will be asked to leave.