



Behavior Policy

I. Purpose and Intent

Hiawatha Public Library is committed to providing a comfortable environment that is conducive to the safe use of the library either by individuals or small groups. The library is designed for the use of all members of the public. Patrons are expected to observe the rights of other patrons and staff members and to use the library for its intended purposes.

The Hiawatha Public Library affirms the rights of all people to free and equal access to information and use of the Library without discrimination, intimidation, threat of harm, or invasion of privacy.

Our policy intends to:

- Protect the rights of patrons to use Hiawatha Public Library property, materials, and services;
- Protect the rights of employees and volunteers to conduct business without interference;
- Preserve library materials and facilities from harm; and
- Ensure the safety of patrons, employees, and volunteers

II. Behavior Guidelines

Library employees may bring to an individual's attention any behavior that disrupts the enjoyment of library services. Employees will work with patrons to change disruptive behavior.

Unacceptable behavior includes but is not limited to:

- A. Harassing, discriminating, or intimidating others
- B. Behaving in a way that endangers the safety or health of others (See Unattended Child Policy)
- C. Violating any local, state, or federal law while in the library
- D. Intentionally causing damage, destruction, or theft of library property or personal property of other patrons or staff members
- E. Deliberately disrupting library procedures
- F. Creating unreasonable noise

- G. Failing to comply with a staff request, unauthorized entry in a staff area, or failure to leave the building during emergencies and at closing time
- H. Using profane, obscene, threatening, or abusive language; racial or ethnic epithets
- I. Smoking of any kind, including electronic cigarettes, inside the building or on library grounds
- J. Consuming food or beverages in such a way that could damage the library building, materials or furniture. Non-alcoholic beverages in covered containers may be consumed
- K. Possessing weapons of any kind, concealed or openly visible, on library premises with the exception of those allowed specifically under Iowa law
- L. Possessing animals other than service animals and those allowed during library programs unless authorized by the Director or designee
- M. Soliciting in the library building or on library grounds
- N. Consuming alcoholic beverages or illegal drugs on library grounds
- O. Failing to wear shirts or shoes
- P. Engaging in or soliciting a sexual act and indecent exposure
- Q. Distributing or posting unauthorized literature
- R. Fighting, challenging someone to fight, or causing physical abuse or assault
- S. Impeding passageways through physical presence or with personal property

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