

NEUSE REGIONAL LIBRARY

DISRUPTIVE BEHAVIOR POLICY

POLICY #2009-03

The Neuse Regional Library Board has adopted the following Disruptive Behavior Policy to reinforce their belief that library users and staff have a right to assume that visits to the Library will be free from harassment, physical discomfort and danger, and psychological stress. The rights of both the public and the staff are sometimes violated by the attitudes and behavior of a few individuals.

The policy of the Neuse Regional Library is to maintain a quiet, pleasant, environment conducive to serious study as well as casual use. In such an environment, **the Board considers the following to be unacceptable behavior, and any of these actions may result in expulsion from the Library and Library grounds:**

- Loud conversation, laughter, or noise that continues after proper warning and is deemed to disturb other users or staff
- Obscene or abusive language or gestures
- Harassing patrons or staff, including but not limited to staring at or following individuals around the building or impeding the free movement of individuals or groups
- Engaging in disorderly conduct, committing a nuisance, or unreasonably disturbing and offending library users or staff
- Willful destruction of or damage to any library property or the personal property of patrons or staff
- Cutting, tearing, defacing, mutilating, or otherwise harming library materials
- Stealing library materials or property, using false identification to obtain a library card, or using another person's library card without permission
- Consuming food or beverages inside the library building except in a meeting room with permission of the Library Director
- Possession, consumption, or sale of alcoholic beverages or illegal drugs
- Failing to wear a shirt or shoes
- Failure to maintain a level of personal hygiene that prevents library patrons from enjoying their use of the Library
- Entering nonpublic or restricted areas of the Library without authorization
- Carrying or concealing weapons of any sort, except by law enforcement officers
- Smoking inside or on the grounds of any library building
- Bringing animals other than service animals into the library building
- Soliciting, distributing, posting of notices, panhandling, gambling, or selling of any kind without the approval of the Library Director
- Using library telephones except to arrange for transportation
- Transmitting sound loud enough to be heard by others while using personal audio equipment or cell phones in library buildings; talking on cell phones inside of library buildings
- Rearranging furniture or equipment from one location to another without permission

- Usage of the Children's Library and children's restrooms by patrons other than children, their parents, or caregivers. Adults interested in children's literature may also access the children's collection.
- Neglecting to provide proper supervision for children under age sixteen; leaving any child seven years of age or under unattended by a person of responsible age. Library personnel are not responsible for the care and welfare of children left unattended in the Library.
- Displaying other behaviors inappropriate in a public setting, including but not limited to, excessive displays of affection, littering, running, jumping, horseplay, sleeping, or bathing, shaving, shampooing hair, changing clothes or doing laundry in library restrooms
- Committing any criminal offense as defined by local, state, and federal laws
- Refusing to comply with the reasonable requests of any member of the library staff

The following violations of the Disruptive Behavior Policy will result in law enforcement being called and the **immediate banning** of the violator from the Library:

- **Assaulting or threatening staff or other patrons**
- **Carrying a weapon on library grounds or in buildings**
- **Willful destruction or theft of library property**
- **Improper interference with library staff performance of duties or other harassing behavior that constitutes an actual or imminent disruption or disturbance to either library staff or patrons**
- **Fighting (all parties)**
- **Dispensing chemical or noxious substances, including but not limited to, pepper spray, stink bombs, fireworks, mace, and tear gas**
- **Selling legal or illegal drugs**
- **Solicitation of sexual acts**
- **Posing chronic behavior problems**
- **Any illegal acts or conduct in violation of a local, state, federal law, ordinance, or regulation**

Incidents of disruptive behavior may result in one or more of the following actions: oral warning, written warning, and immediate dismissal or banning from the Neuse Regional Library System. The Board of Trustees of the Neuse Regional Library considers certain acts unacceptable behavior and violations of the Disruptive Behavior Policy. The violator is liable for suspension of at least one day, and possibly longer, if deemed necessary by the Library Director. The Library Director and other designated staff members shall have the responsibility for enforcement of discipline within the Library.

**Law enforcement will be contacted as needed to ensure enforcement of this policy.
Criminal behavior will be prosecuted under the law.**

Revised and adopted by the Neuse Regional Library Board
June 25, 2009