



SCRLC Community Code of Conduct

Our Values & Expectations

South Central Regional Library Council (SCRLC; also referred to as “the Council”) is committed to providing a welcoming, inclusive, accessible and safe environment, whether in-person or virtual, for all participants to engage in open exchange. Diversity, equity, inclusion, justice, and accessibility (DEIJA) are [core values](#) of SCRLC.

SCRLC expects that every person will treat others and be treated with respect and will not tolerate harassing behavior or speech. Our community is harmed when anyone is made to feel unwelcome, excluded, disrespected, or unsafe in in-person spaces or virtual environments. Access to harassment-free spaces falls under [Title VII of the Civil Rights Act of 1964](#). Harassment is any verbal, non-verbal, or physical contact that threatens, intimidates, silences, or coerces. The following types of harassment are prohibited and may include, but are not limited to:

- Abusive or derogatory verbal comments, slurs, epithets, and/or discriminatory images in public and online spaces;
- Threats or acts of violence;
- Intimidation or stalking;
- Harassing photography or recording;
- Purposeful or repeated acts of misgendering;
- Sustained verbal and physical disruption of talks or other events; and/or
- Inappropriate physical contact and unwelcome sexual attention.

Sensitive Material

As a library organization, this Community Code of Conduct is not intended to constrain scholarly discussion, presentations, discourse, or debate on difficult or sensitive subjects as long as such exchanges are respectful. Criticism and rigorous examination of beliefs and viewpoints does not, by itself, constitute harassment or hostile conduct.

In library or archival-related meetings, there could be presentations involving sensitive material (e.g., discussion or images of genocide, nudity, etc.). Presenters should provide a warning for participants so that continued attendance at the program can be left to their discretion.

Reporting and Addressing Violations

Anyone experiencing or witnessing conduct they believe violates this Community Code of Conduct should report the incident to the event organizers. If you prefer to be anonymous or you are reporting after the event, please use our [incident reporting form](#), which provides you with the option of including your name or remaining anonymous.

Responses

The event organizers received bystander intervention training and have been given guidance regarding how to respond to violations of the Community Code of Conduct. Responses to violations will depend on the severity and nature. The event organizers can take immediate action by supporting the targeted individual(s), asking the person who violated the code to stop their behavior (with immediate compliance expected), issuing a verbal warning, or asking them to leave the premises or event (without refund).

The event organizers will also report the incident to the executive director, who will follow up with the targeted individual (if identified) to offer support and discuss next steps. The person who violated the code will also be contacted. Upon an investigation of the incident, further action may be taken by the executive director, up to and including permanently prohibiting the person who violated the code from participation in SCRLC spaces, events, and other Council activities and leadership.

Appeal Process

If someone feels they have been wrongly found to be in violation of the Community Code of Conduct they may appeal to the executive director, who will carry their appeal to the Board of Trustees. To make such an appeal, contact the executive director at mclindbloom@scrlc.org.

Sources Consulted:

[American Library Association Code of Conduct for Conferences.](#)

[Geek Feminism Wiki Model Policy](#)

[New England Archivists](#)

[Open GLAM](#)

[Society of American Archivists](#)

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