SCRLC Community Code of Conduct

Our Values

South Central Regional Library Council (SCRLC; also referred to as "the Council") maintains a culture of respect in which all people are treated with dignity and humanity. Diversity, equity, and inclusion (DEI) are core values of SCRLC. We are committed to DEI in all aspects of our operation from the Board of Trustees and guiding principles to staffing, programs, services, and SCRLC-sponsored conferences, workshops, and other events. Access to harassment-free spaces falls under the Civil Rights Act of 1964 (Pub. L. 88-52) Title VII.

Having representation and engagement from diverse and underrepresented groups—including but not limited to race, ethnicity, gender identity or expression, sexual orientation, age, ability, nationality, religion, spiritual tradition, physical appearance, body size, and professional status—effectively positions us to keep pace with the changing needs of our members and their communities. No one will be denied participation in any of our programs, services, committees, special interest groups, or the Board of Trustees on the basis of any discrimination involving but not limited to such factors as those mentioned above. SCRLC is an affirmative action/equal opportunity employer.

Expectations

SCRLC is committed to providing a welcoming, inclusive, accessible and safe environment and spaces, whether in-person or virtual, for all participants to engage in open exchange. SCRLC welcomes all to participate in our Council and its activities and events, including but not limited to conferences, workshops, programs, meetings, webinars, mailing lists, groups, websites, and social media.

SCRLC expects that every person will treat others and be treated with respect—including other members, attendees, speakers, presenters, volunteers, and staff—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. As noted in the SAA Code of Conduct, "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.

For more information on harassment, microaggressions, and other hostile behaviors, see SCRLC's resources on DEI.

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

If you feel that you are in immediate physical danger or it is an emergency, contact law enforcement by dialing 911 or, if appropriate, the facility's front desk without delay; otherwise, proceed as follows.

Anyone experiencing or witnessing conduct they believe violates this Community Code of Conduct should immediately report the incident to the person(s) designated to respond, who will be listed in the program or on the SCRLC website. 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.

If the incident occurred virtually, contact the person(s) designated to respond or use the "contact us" button located at the bottom of all pages at www.scrlc.org. Designated person(s) receive ongoing training, recognizing the DEI work is a continual learning process, and have been given guidance regarding how to respond to violations of this Code.

Consequences

Responses to violations will depend on the severity and nature. The designated person(s) can take immediate action by supporting the targeted individual(s), ensuring they are heard, asking the violator to stop their behavior (with immediate compliance expected), issuing a verbal warning, or asking the violator to leave the premises or event (without refund).

The designated person(s) 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 violator 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 violator 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 and have been expelled and or prohibited from attending future events or participating in activities, 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.

Distribution of this Code

This Community Code of Conduct will be linked to the SCRLC website and all registration forms for each SCRLC-sponsored event and distributed to presenters. All participants including presenters, workshop leaders, vendors, or others involved in the conference, event, or meeting will be asked to review and acknowledge the Code of Conduct upon registration. If it is an SCRLC conference with a program packet, it will be included, and it will also be available and on display at the registration table.

Sources Consulted:

American Library Association Code of Conduct for Conferences. https://2019.alaannual.org/general-information/statement-appropriate-conduct-community-guidelines
Central New York Library Resources Council https://clrc.org/registration-policies/
Geek Feminism Wiki. Model Policy http://geekfeminism.wikia.com/wiki/Community_anti-harassment/Policy
New England Archivists https://www.newenglandarchivists.org/Code-of-Conduct
Open GLAM https://meta.wikimedia.org/wiki/US_OpenGLAM_Launch/Friendly_space_policy
Society of American Archivists https://www2.archivists.org/statements/saa-code-of-conduct
Young Nonprofit Professionals Network http://conference.ynpn.org/code_of_conduct

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