## **Board Meeting Agenda**

December 11, 2017

## Call to order

#### Minutes

#### Correspondence, communications, and public comments

#### **Committee Reports**

- Finance Finance Report, Checks Report
- Book
- House ballast replaced in men's restroom

#### Librarian's Report

- Statistics report
- Month's review
- Friends Christmas at the Library

#### **Old business**

• Review library safety checklist for per capita grant application

#### **New Business**

- Adopt schedule of meetings for 2018
- Review existing policy for compliance with the new statutory requirements for sexual harassment policies and take formal action to adopt or ratify policy. Must be completed by Jan. 15, 2018.

#### Miscellaneous

• Holiday closing: Saturday Dec. 23, Monday Dec. 25, Monday Jan. 1

Next Meeting: January 8, 2018

## Paris Public Library Board of Trustees November 13, 2017

The regularly scheduled meeting of the Board of Trustees was called to order at 4:30 p.m. by President George Griffin. In attendance were Cherie Lehman, Karen Earlywine, Susan Punzelt, Evie Gill, Bruce Young and Librarian Teresa Pennington. Absent were Trustees Roxanne Michels and Ginny English.

**Minutes of Previous Meeting:** MOTION: Young, second by Earlywine to approve October minutes as written. Motion carried.

## **Committee Reports:**

**\*Finance:** The IL Public Library Per Capita Grant for 2017 has been delayed by the state causing an extremely tight budget through the end of the fiscal year. The grant is used to purchase books, audio books, DVDs among other items. MOTION: Lehman, second by Punzelt to approve finance report. Motion carried.

**\*Book:** Eight new titles were purchased with the Lucy Bishop Fund.

**\*House:** Librarian Pennington reported that they are still waiting for a roof inspection concerning the leak.

**Librarian's Report**: The new knitting class continues to meet regularly on Tuesday evenings. A monthly story time at Creative Center is reaching around 40 preschoolers. Family Reading Night has only 2 signed up at this time. Patrons have been asked not to bring bicycles into the library or porch. An outdoor rack is available for bicycles.

\*Friends: Christmas at the Library will be December 7th.

**Old Business:** Chapters 1-5 in Trustee Facts File and the Safety and Security at the Library webinar were discussed. The webinar was especially enlightening for board members.

**New Business:** Librarian Pennington reported that the Public laptop (2009 grant) has crashed and can no longer be repaired. A replacement laptop will cost \$429.95 from Parkway Computers. MOTION: Young, second by Lehman to replace the laptop using funds remaining in a technology grant. Motion carried.

**Miscellaneous:** The ash trees east of the library have succumbed to the Emerald Ash Borer and will need to come down for the safety of the library patrons.

Meeting adjourned at 5:10 p.m. Next meeting is Monday, December 11, 2017.

Respectfully submitted, Evie Gill, Secy.

## PARIS PUBLIC LIBRARY FINANCE REPORT

|  | Budget     | Nov 2017 | YTD        |
|--|------------|----------|------------|
| Income                                     |            |          |            |
| 40-01-00-3110 Real Estate Tax              | 118,500.00 | -        | 114,316.10 |
| 40-01-00-3420 Replacemnt Tax               | 11,500.00  | -        | 4,825.97   |
| 40-01-00-3120 RE Tax-Dtown TIF             | 200.00     | -        | -          |
| 40-01-00-3470 Grants                       | 7,000.00   | -        | -          |
| 40-01-00-3811 Interest on Cash             | 200.00     | -        | 73.17      |
| 40-01-00-3812 Investment Interest          | 3,500.00   | -        | 681.07     |
| 40-01-00-3820 Dividends Snap On            | 2,840.00   | -        | 1,420.00   |
| 40-01-00-3821 Loss/Restr FFF (IMET charge) | -          | -        | -          |
| 40-01-00-3830 Gifts and Donations          | 4,000.00   | 610.10   | 2,048.10   |
| 40-01-00-3890 Misc Income                  | 15,000.00  | 952.43   | 7,032.36   |
|  | 162,740.00 | 1,562.53 | 130,396.77 |

| Expenditures                          |            |           | E          | Balance   |
|---------------------------------------|------------|-----------|------------|-----------|
| Building                              |            |           |            |           |
| 40-01-00-5110 Repair & Maintenance    | 24,000.00  | 68.05     | 18,227.42  | 5,772.58  |
| 40-01-00-5120 Equipment Maintenance   | 1,500.00   | 931.51    | 1,291.51   | 208.49    |
| 40-01-00-5170 Grounds Maintenance     | 1,800.00   | 75.00     | 670.00     | 1,130.00  |
| 40-01-00-5710 Utilities               | 8,500.00   | 378.38    | 4,291.25   | 4,208.75  |
| 40-01-00-5910 Liab. & Prop. Insurance | 2,000.00   | 2,000.00  | 2,000.00   | -         |
| 40-01-00-6540 Janitor Supplies        | 600.00     | -         | 287.57     | 312.43    |
| Library Services                      |            |           |            | -         |
| 40-01-00-5370 Internet                | 2,600.00   | 267.81    | 1,682.60   | 917.40    |
| 40-01-00-5510 Postage                 | 600.00     | 52.04     | 279.54     | 320.46    |
| 40-01-00-5520 Telephone               | 1,920.00   | 169.21    | 1,148.27   | 771.73    |
| 40-01-00-6590 Processing & Supplies   | 2,000.00   | 29.99     | 1,064.72   | 935.28    |
| 40-01-00-6840 Automation & Software   | 4,800.00   | -         | 4,734.71   | 65.29     |
| 40-01-00-8300 Office Equipment        | 1,200.00   | 76.62     | 518.51     | 681.49    |
| 40-01-00-8330 Computer Equipment      | 500.00     | 429.95    | 679.36     | (179.36)  |
| 40-01-00-9110 Programs & Publicity    | 1,900.00   | -         | 1,650.30   | 249.70    |
| 40-01-00-9290 Misc.                   | 950.00     | 47.89     | 439.51     | 510.49    |
| Materials                             |            |           |            | -         |
| 40-01-00-6710 Books & Periodicals     | 12,500.00  | 487.48    | 6,288.06   | 6,211.94  |
| 40-01-00-6810 Audiobooks              | 1,500.00   | 119.97    | 649.81     | 850.19    |
| 40-01-00-6820 Video                   | 1,500.00   | 71.90     | 684.34     | 815.66    |
| 40-01-00-6830 Electronic Resources    | 3,800.00   | -         | 1,951.79   | 1,848.21  |
| Personnel                             |            |           |            |           |
| 40-01-00-4210 Salaries                | 93,000.00  | 7,185.44  | 52,043.71  | 40,956.29 |
| 40-01-00-4275 Bonuses                 | 628.00     | -         | -          | 628.00    |
| 40-01-00-4510 Health Insurance        | 18,500.00  | 1,406.28  | 10,127.12  | 8,372.88  |
| 40-01-00-4511 Health Ins Reinsurance  | -          | -         | 0.00       | -         |
| 40-01-00-4520 Life Insurance          | 345.00     | 30.40     | 212.80     | 132.20    |
| 40-01-00-4530 Unemployment            | 400.00     | -         | 69.39      | 330.61    |
| 40-01-00-4540 Workers Comp            | 600.00     | 575.00    | 672.32     | (72.32)   |
| 40-01-00-5620 Travel & Training       | 100.00     | -         | -          | 100.00    |
| Contingency                           | <u> </u>   |           |            | 1,000.00  |
| TOTALS                                | 188,743.00 | 14,402.92 | 111,664.61 | 77,078.39 |

## PARISPL Checks & Deposits

| Туре    | Date       | Num  | Name                               | Account        | Amount  |
|---------|------------|------|------------------------------------|----------------|---------|
| Nov 17  |            |      |                                    |                |         |
| Check   | 11/01/2017 | 2148 | USPS                               | Daily Business | -52.04  |
| Deposit | 11/02/2017 |      | Income                             | Daily Business | 297.65  |
| Deposit | 11/09/2017 |      | Income                             | Daily Business | 253.16  |
| Check   | 11/10/2017 | 2149 | Otis Elevator                      | Daily Business | -876.96 |
| Check   | 11/10/2017 | 2150 | Frontier                           | Daily Business | -78.31  |
| Check   | 11/10/2017 | 2151 | Midwest Tape                       | Daily Business | -119.97 |
| Check   | 11/15/2017 | 2152 | Six Mile Regional Library District | Daily Business | -19.99  |
| Check   | 11/15/2017 | 2153 | Benjamins Office Connection        | Daily Business | -29.99  |
| Deposit | 11/16/2017 |      | Income                             | Daily Business | 663.12  |
| Check   | 11/21/2017 | 2154 | Vrzina Enterprises                 | Daily Business | -75.00  |
| Check   | 11/21/2017 | 2155 | Ameren Illinois                    | Daily Business | -12.40  |
| Check   | 11/21/2017 | 2156 | James C. Bennett                   | Daily Business | -68.05  |
| Check   | 11/21/2017 | 2157 | Unique Management Services         | Daily Business | -17.90  |
| Deposit | 11/21/2017 |      | Income                             | Daily Business | 110.10  |
| Check   | 11/27/2017 | 2158 | Card Services                      | Daily Business | -90.80  |
| Check   | 11/28/2017 | 2159 | Frontier                           | Daily Business | -204.71 |
| Check   | 11/28/2017 | 2160 | Technology Management Revolvi      | Daily Business | -154.00 |
| Deposit | 11/30/2017 |      | Income                             | Daily Business | 238.50  |
| Check   | 11/30/2017 | 2161 | Watts Copy Systems inc             | Daily Business | -76.62  |
| Check   | 11/30/2017 | 2162 | Fire Extinguisher Service & Sales, | Daily Business | -54.55  |
| Check   | 11/30/2017 | 2163 | Williamsville Public Library       | Daily Business | -10.00  |
| Check   | 11/30/2017 | 1276 | Parkway Computers                  | Gift Fund      | -429.95 |

Nov 17

## PARIS CARNEGIE PUBLIC LIBRARY

Invoices for payment

Dec. 11, 2017

| <b>40-01-00-6710 Books &amp; Periodicals</b><br>Baker & Taylor<br>PO Box 277930<br>Atlanta GA 30384-7930   | 2033305935<br>2033331814 | 280.59<br>33.25 |
|--|--------------------------|-----------------|
|  | Total books              | 313.84          |
| <b>40-01-00-5170 Grounds Maintenance</b><br>Temples Lawn Service<br>712 1/2 W. Andrew St<br>Paris IL 61944 | 12153                    | 250.00          |

Payment authorized by:

| Adult                      | 8        | 1       | ā       | VDs/VHS                    |                     | 553             |        | Previous total        | al      | 2          | 20932 | 10221 | 31153 |       |
|----------------------------|----------|---------|---------|----------------------------|---------------------|-----------------|--------|-----------------------|---------|------------|-------|-------|-------|-------|
| Young Adult (HS)           | 0        | 0       | A       | Audios (incl music)        | music)              | 137             |        | Volumes Added         | ded     |            | 29    | 20    | 49    |       |
| Children                   | 4        | 0       | Pe      | Periodicals                |                     | 29              |        | Volumes Withdrawn     | thdrawn |            | 14    | 43    | 57    |       |
|                            | 1        | 0       | Ö       | Other physical items       | cal items           | 13              |        |                       | Total   | 7          | 20947 | 10198 | 31145 |       |
|                            | 1        | 0       | ek      | ebooks                     |                     | 259<br>31       |        | DVDs                  | 1,      | 1439       |       |       |       |       |
|                            | <u>.</u> | -       | ά       | e-audiopooks<br><b>Tot</b> | JKS<br><b>Total</b> | <u></u><br>3509 | • —    | Aualopks<br>Microfilm | , (     | 576<br>237 |       |       |       |       |
| Circulation Year-to-Date   | o-Date   |         |         |                            |                     |                 |        |                       |         |            |       |       |       |       |
|                            | May      | June Ju | July Aı | Aug S                      | Sept Oct            |                 |        | Dec                   | Jan     | Feb        | Mar   | r Apr |       | TOTAL |
| checkout                   | 3018     | 3452    | 3337    | 3403                       | 3214                | 3592            | 3176   |                       |         |            |       |       |       | 23192 |
| MyMediaMall                | 241      | 211     | 220     | 239                        | 217                 | 211             | 210    |                       |         |            |       |       |       | 1549  |
| Cloud Library              | 86       | 75      | 148     | 137                        | 116                 | 159             | 123    |                       |         |            |       |       |       | 844   |
| total circ                 | 3345     | 3738    | 3705    | 3779                       | 3547                | 3962            | 3509   |                       | 0       | 0          | 0     | 0     | 0     | 25585 |
| ILL & Holds                |          |         |         |                            |                     |                 |        |                       |         |            |       |       |       |       |
| LL to other libraries      | 444      | 491     | 495     | 515                        | 555                 | 535             | 532    |                       |         |            |       |       |       | 3567  |
| ILL from other libs        | 655      | 969     | 762     | 953                        | 677                 | 718             | 788    |                       |         |            |       |       |       | 5249  |
| OCLC ILL loaned            | 17       | 14      | 9       | 12                         | 19                  | 14              | 7      |                       |         |            |       |       |       | 89    |
| OCLC ILL borrowed          | 24       | 23      | 30      | 32                         | 19                  | 43              | 36     |                       |         |            |       |       |       | 207   |
| reciprocal                 | 132      | 127     | 116     | 123                        | 95                  | 82              | 110    |                       |         |            |       |       |       | 785   |
| PAC holds                  | 272      | 332     | 330     | 350                        | 249                 | 264             | 314    |                       |         |            |       |       |       | 2111  |
| staff-initiated holds      | 604      | 732     | 712     | 790                        | 653                 | 713             | 726    |                       |         |            |       |       |       | 4930  |
| <u>Library usage stats</u> |          |         |         |                            |                     |                 |        |                       |         |            |       |       |       |       |
| Computer                   | 707      | 760     | 803     | 814                        | 803                 | 903             | 856    |                       |         |            |       |       |       | 5646  |
| Reference                  | 771      | 886     | 936     | 949                        | 839                 | 892             | 824    |                       |         |            |       |       |       | 6097  |
| attendance                 | 56       | 236     | 71      | 44                         | 49                  | 127             | 121    |                       |         |            |       |       |       | 704   |
| number of programs         | 5        | 13      | 9       | 4                          | 8                   | 15              | 9      |                       |         |            |       |       |       | 57    |
| passive" attendance        | 10       | 84      | 12      | 0                          | 0                   | 0               | 0      |                       |         |            |       |       |       | 106   |
| meeting room use           | 6        | 11      | 21      | 24                         | 20                  | 13              | 18     |                       |         |            |       |       |       | 116   |
| eResources usage           |          |         |         |                            |                     |                 |        |                       |         |            |       |       |       |       |
| website visits             | 1170     | 1194    | 1207    | 1232                       | 1139                | 1155            | 922    |                       |         |            |       |       |       | 8019  |
| Ancestry image/text        | 668      | 665     | 239     | 188                        | 509                 | 358             | 32     |                       |         |            |       |       |       | 2659  |
| ABC Mouse                  | 1        | 0       | 2       | 2                          | 0                   | 2               | с<br>С |                       |         |            |       |       |       | 10    |
| Driving Tests              | *****    | ****    | 14      | 38                         | 2                   | 2               | 20     |                       |         |            |       |       |       | 76    |

November 2017

Children Total

Adult

<u>Holdings</u> Books

2444

Circulation Breakdown Books

Paris Carnegie Public Library

**New Cards Issued** 

**Resident Nonresident** 

## November 2017 Review

FRONTIER: After months of receiving no bills for our Frontier internet to ICN, I finally found someone who not only restarted the paper billing but also combined it with our monthly telephone bill to get just one per month! Soon followed by an email that Frontier was committed to helping their customers quickly and conveniently manage their billing so they are enrolling us in paperless billing next month. I opted out in order to continue paper billing, but there may be a fee charged at some point in the future.

WATTS: We receive one monthly email request to read the meters on both printers, on about the 15th. This month we received our usual email, followed by the bill, and then a second (and third) request for a reading on just one printer at the end of the month. After several pointed emails and voicemail asking for an explanation, a phone conversation may have finally resolved the issue.

STAFF DOOR: The Madison St. staff door would not unlock from the outside several times this month (more than usual). The only solution is to enter the building through another door and turn the knob with some force from the inside. All staff can enter through another door if needed.

NEW PUBLIC LAPTOP: Laptop is here but not ready. I still have to install Microsoft Office, set up the public user, change a number of Windows 10 settings, and install the security. Will probably take 2-3 days, once I actually start.

PUBLICITY: Talked to Gary and Nancy at Prairie Press about how to get our items in the newspaper. End result is that I will email, then call to confirm anything I send. *East Central Illinois Reporter* asked to be placed on our mailing list for newsletters and press releases.

WARMER WEATHER issues. Told 3 boys that the library grounds were not a playground and throwing sticks at others was going to stop immediately. The next day the same 3 boys were told that they were not allowed to play football in the alley, parking lot, or library yard – yes, even if it wasn't tackle football.

SHAKESPEARE IN THE PARK is confirmed with the Park Board and the check is in our account!

CRESTWOOD 6<sup>th</sup> GRADE RESEARCH VISIT: 42 6<sup>th</sup> graders came to the library for 2 <sup>1</sup>/<sub>2</sub> hours on Nov. 15 to expand upon their study of Andrew Carnegie. Students compared our building to accounts of others; drew floor plans; and learned a bit of Paris library history.

COMMUNITY NURSE BOARD expressed its dismay that the Randy Turner piece in memory of Mary Ann Tucker is not completed. They feel that two years has been long enough. They have requested that I provide them with an update at their January 16 meeting. CHECKING SERVICE CHARGE: When I saw an early copy of our October statement on Dec. 4, I talked to the bank and learned that we were charged a \$10 service fee for dropping below a \$2500 balance in October and November. Called Dennis Thiel, who did something to resolve the minimum balance issue and refund the 20.00.

#### FINAL PER CAPITA GRANT APPLICATION REQUIREMENT: Safety Checklist review

## Chapter 12 [Safety]

#### SAFETY CHECKLIST

- The library provides a list of emergency call numbers at all staff phones in the library.
- The library has a floor plan that shows entrances, exits, location of emergency supplies, fire alarms, and fire extinguishers.
- The library has an emergency manual and disaster plan.
- The library provides emergency training for staff, including fire and tornado drills, use of fire extinguishers, and location of the first aid kit and an automated external defibrillator.
- The library provides a call list and contact information that is reviewed bi-annually.
- Emergency supplies are stored in a designated location and are accessible to staff.
- Emergency equipment such as electric, gas and water switches, fire extinguishers, and fire alarms are noted on a library floor plan.
- A prioritization list shows what should be salvaged in order of importance.
- □ A building safety checklist includes daily, weekly, quarterly, semi-annual, and annual safety procedures.
- The library has a designated tornado shelter.
- Emergency exits and evacuation routes out of the library and to the tornado shelter are clearly marked. Fire extinguishers are clearly marked.
- The library provides adequate security for staff, users, and collections.
- The library has a strong relationship with local police and community safety personnel and communicates with them on a regular basis about safety issues affecting the library.
- At least two people shall be on duty during all open hours of operation.
- Copies of the emergency manual and disaster plan are provided to community safety personnel.

# Paris Carnegie Public Library

# 2018

## **Board of Trustees**

George Griffin, president Susan Punzelt Karen Earlywine Evie Gill Cherie Lehman Roxanne Michels, vice president Virginia English Bruce Young vacant seat

## Board Meetings at 4:30pm in the Gibson Room of Paris Public Library on these dates:

January 8, 2018 February 12, 2018 March 12, 2018 April 9, 2018 May 14, 2018 June 11, 2018 July 9, 2018 --- No August meeting ---September 10, 2018 October 15, 2018 November 12, 2018 December 10, 2018

Board members may be contacted by email at <u>board@parispubliclibrary.org</u> or by mail at Paris Public Library, 207 S. Main, Paris IL 61944

## Paris Carnegie Public Library will be closed on these dates:

| New Year's Day          | January 1, 2018       | Honeybee Festival | September 29, 2018         |
|-------------------------|-----------------------|-------------------|----------------------------|
| Presidents Day          | February 19, 2018     | Columbus Day      | October 8, 2018            |
| Memorial Day            | May 28, 2018          | Thanksgiving Day  | November 22, 2018          |
| 4 <sup>th</sup> of July | July 4, 2018          | Christmas         | December 24-25, 2018       |
| Labor Day               | September 3, 2018     |                   |                            |
| Early closing           | 4pm, November 21, 202 | 18                | <br>4pm, December 31, 2018 |

# Local Governments Must Formally Adopt Sexual Harassment Policies

Monday, November 20, 2017 Julie Tappendorf

Last week, the Governor signed into law <u>P.A. 100-0554</u>. The new law requires local governments to take formal action to adopt sexual harassment policies. Within 60 days of the effective date of the new law, each unit of local government must adopt an ordinance or resolution establishing a policy to prohibit sexual harassment.

The policy must include, at a minimum, the following provisions:

- 1. A prohibition on sexual harassment.
- 2. The procedure for reporting an allegation of sexual harassment.
- 3. A prohibition on retaliation for reporting an allegation of sexual harassment.

4. The consequences for violating the sexual harassment policy and for knowingly making a false report.

While most units of local government probably already have a sexual harassment policy in place, it is important that government entities review existing policies for compliance with the new statutory requirements and take formal action to adopt or ratify the sexual harassment policy by resolution or ordinance. According to the General Assembly's website, the law's effective date is November 16, 2017, meaning that local governments have until January 15, 2018 to adopt an ordinance or resolution approving a policy that complies with the new law.

The new law also contains a number of other regulations relating to sexual harassment, including training requirements for state officials and lobbyists, as well as other regulations. The language pertaining to the new policy requirements for local governments language is set out below:

No later than 60 days after the effective date of this amendatory Act of the 100th General Assembly, each governmental unit shall adopt an ordinance or resolution establishing a policy to prohibit sexual harassment. The policy shall include, at a minimum: (i) a prohibition on sexual harassment; (ii) details on how an individual can report an allegation of sexual harassment, including options for making a confidential report to a supervisor, ethics officer, Inspector General, or the Department of Human Rights; (iii) a prohibition on retaliation for reporting sexual harassment allegations, including availability of whistleblower protections under this Act, the Whistleblower Act, and the Illinois Human Rights Act; and (iv) the consequences of a violation of the prohibition on sexual harassment and the consequences for knowingly making a false report.

Post Authored by Julie Tappendorf

## **Sexual Harassment Policy**

Paris Carnegie Public Library strongly opposes sexual harassment in any form. Sexual harassment is against Library policy and is a violation of Title VII of the Civil Rights Act of 1964 as well as the Illinois Human Rights Act as amended on January 7, 1993. It is also unlawful to retaliate against a person who has lodged a complaint of sexual harassment.

## A. Work Environment

It is the policy of this Board that all employees have a right to work in an environment free of sexual harassment. Sexual harassment in the workplace includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (1) submission to such conduct is made, either explicitly or implicitly, a term of condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of substantially interfering with the individual's work performance or creating an intimidating, hostile, or offensive working environment. Any employee who believes that he or she is being subjected to sexual harassment is urged to immediately report such conduct to the Librarian in accordance with the Sexual Harassment Reporting Procedure.

## B. Library Employee/Patron Relationship

The Board affirms its commitment to ensuring an environment for all patrons free of sexual harassment. The Board views sexual harassment of patrons by Library employees as an abuse of authority and, therefore, such harassment will not be tolerated.

Sexual harassment of a patron by a library employee means: (1) any sexual advance by an employee toward a patron, (2) any request by an employee to a patron for sexual favors, (3) any acceptance by an employee of a sexual advance or request for sexual favors from a patron, or (4) any conduct of a sexual nature by an employee directed toward a patron when (i) the patron's submission to or rejection of such conduct is either explicitly or implicitly a term or condition of a patron's participation in any library-sponsored activity, or (ii) such conduct has the purpose or effect on a patron of reasonable sensibilities, of creating an intimidating, hostile, or offensive library environment for the patron.

Any patron who suspects that she or he has encountered sexual harassment should report the incident to the Librarian or, if not immediately available, to her as soon as possible. Any employee who witnesses or has knowledge of sexual harassment by a library employee against a patron shall immediately report it to the Librarian or Assistant Librarian.

### C. Examples

Sexual harassment prohibited by this policy includes verbal, non-verbal, or physical conduct. The terms "intimidating," "hostile," or "offensive" as used above include conduct which has the effect of humiliation, embarrassment, or discomfort.

Examples of verbal sexual harassment include: explicit sexual propositions, sexual innuendo, suggestive comments, foul or obscene language, insults of a sexual nature, and humor or jokes about sex or gender-specific traits.

Examples of non-verbal sexual harassment include: suggestive or insulting sounds, leering, whistling, obscene gestures, display of foul or obscene printed or visual material.

Examples of physical sexual harassment include: sexual touching, patting or pinching of a sexual nature, intentionally brushing the body, coerced sexual intercourse, and sexual assault.

#### D. Duty to Report

All Library employees have the affirmative duty to report incidents of sexual harassment perpetrated by patrons upon fellow patrons, whether witnessed firsthand or reported to them. Such incidents must be reported to the head librarian or to their immediate supervisor.

#### E. Retaliation

It is a violation of this policy to retaliate or to take reprisal in any way against anyone who has articulated any concern about sexual harassment or discrimination against the person raising the concern or against another individual.

#### F. Sexual Harassment Report Procedure

The following procedure shall be used by any patron or employee who suspects that he or she has been subjected to sexual harassment.

Step 1: Any patron who suspects that he or she is the victim of sexual harassment by a Library employee or a fellow patron should report it to the Librarian as soon as possible. A complaint by a Library employee that sexual harassment has occurred shall first be presented to either the Librarian or to the employee's immediate supervisor. If the Librarian is the subject of the complaint, then the complaint should be presented to the President of the Board.

Step 2: If the alleged perpetrator of sexual harassment is a library patron, normal disciplinary procedures should be followed. In all other cases, the Librarian shall meet with the complainant within three days of receiving the complaint to discuss the allegations. If the complainant chooses to have a representative, then the Librarian may also have a representative; such meeting, however, shall be informal. The Librarian shall issue a written decision within five days of the meeting.

Step 3: If the complainant is not satisfied with the Librarian's decision, within five days of the date of that decision, an appeal may be taken to the Board President or his designee (hereinafter the words "Board President" shall include designee). The appeal shall be in writing and shall state the reasons for appealing the Librarian's decision. Within five days of receiving the appeal, the Board President shall meet with the complainant, any representatives, and the Librarian to resolve the matter. The Board President shall issue a written decision within ten days of this meeting. Any employee found to have sexually harassed a patron or another employee, or retaliated against a patron or employee who alleges sexual harassment, will be subject to discipline up to and including discharge.

Step 4: If the complainant is not satisfied with the Board President's decision, then within ten (IO) days, an appeal of that decision may be made to the entire Board of Library Trustees. Such an appeal shall be instituted by filing with the Secretary of the Board a statement setting forth the reasons for the appeal. Within twenty days of receiving an appeal, the Board or a committee hereof shall meet with the

complainant, the Librarian, and any representatives to discuss the allegations of discrimination. The hearing with the Board shall be informal, however, the complainant and the administration may present evidence, call, and cross-examine witnesses. The Board may ask questions of the complainant, the administration, and any witnesses. The rules of evidence shall not apply, however, hearsay evidence shall not be presented for proof of any ultimate facts.

Within ten days after the hearing, the Board shall issue its written decision.

All hearings shall be held in private and at times convenient for the parties. In the event that the person designated to hear a complaint is the alleged offender, then the employee may immediately move to the next step of the procedure. At any step, the person hearing the complaint may conduct or direct such investigation as they deem appropriate, including obtaining a response from the alleged offender. There shall be no harassment or retaliation by any person involved in the process for any reason.

G. Any library patron or employee may also use the legal recourse, investigative, and complaint process through the Illinois Department of Human Rights and Human Rights Commission.

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