

Mount Morris Library

121 Main Street
Mount Morris, New York 14510

Policy on Discrimination and Harassment

The Mount Morris Library is committed to maintaining a work environment that is free of discrimination. In keeping with this commitment, we will not tolerate harassment of Library employees by anyone, including any supervisor, co-worker, vendor or patron of the Library.

Harassment consists of unwelcome conduct, whether verbal, physical, or visual, that is based upon a person's protected status, such as sex, color, race, ancestry, religion, national origin, age, or other protected group status. The Library will not tolerate harassing conduct that affects tangible job benefits, that interferes unreasonably with an individual's work performance, or use of Library facilities, or that creates an intimidating, hostile, or offensive work or Library usage environment.

Sexual harassment deserves special mention. Unwelcome sexual advances, request for sexual favors, and other physical, verbal, or visual conduct based on sex constitute sexual harassment when (1) submission to the conduct is an explicit or implicit term or condition of employment, (2) submission to or rejection of the conduct is used as the basis for an employment decision, or (3) the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing," "practical jokes," jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching, or brushing against another's body.

All Library employees are responsible for helping to assure that we avoid harassment. If a Library employee feels that he or she has experienced or witnessed harassment, he or she is to notify his or her supervisor immediately. Any Library patron who feels he or she has experienced or witnessed harassment should notify the Director. The Library forbids retaliation against anyone who has reported harassment.

The Library's policy is to investigate all such complaints thoroughly and promptly. To the fullest extent practicable, the Library will keep complaints and the terms of their resolution confidential. If an investigation confirms that harassment has occurred, the Library will take corrective action, employees and revocation of Library privileges for Library patrons.

Adopted and Approved by the Mount Morris Library Board of Trustees – 2016
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