

BY-LAWS FOR BOARD OF TRUSTEES OF THE HAMMOND PUBLIC LIBRARY

BP 1000A STATEMENT OF PURPOSE AND AUTHORITY

The Hammond Public Library shall have written bylaws that outline its purpose and its operational procedures and address conflicts of interest issues and nepotism. The by-laws shall be reviewed periodically and a copy of the bylaws shall be submitted to the Indiana State Library.

The Hammond Public Library is a municipal corporation and a Class A library organized under the public library provision of IC 36-12. The purpose of the library is to meet the educational, information, and recreational interest and needs of the public.

BP 1001 NAME

The official name of this Board shall be the Board of Trustees of the Hammond Public Library.

BP 1002 MEMBERSHIP

The seven member board is the policy-making body governing the Library. Board members are appointed one by the City Council, three by the School Board, one by the County Commission, one by the County Council and one by the Mayor for four year terms without remuneration.

BP 1002.1 NEPOTISIM

Close relatives of Board members or the staff shall not be employed by the Library. "Close relatives" shall be defined as parent, sibling, spouse, child, grandchild, grandparent, mother / father-in-law, brother / sister-in-law, daughter / son-in-law, other relative, or friend with whom the staff member has a mutually acknowledged relationship as the above. The policy does not apply to employee(s) who were employed by the Library on or before May 25, 2010.

BP 1003 REGULAR MEETINGS OF THE BOARD

The regular time of meeting of this Board shall be on the third Wednesday of each month beginning with the Executive Session at 12:00 pm, with the regular Board Meeting immediately following. The regular place of meeting shall be the Harriet M. Schlesinger Board Room, Hammond Public Library at 564 State Street.

BP 1004 BOARD OF FINANCE

The Board shall meet twice annually, after the first Monday and on or before the last day of January and another agreed upon date, to organize as a Board of Finance by electing a president and a secretary, review the written report of the Library's investments during the previous calendar year and review the Library's investment policy and internal controls.

BP 1005 SPECIAL MEETINGS OF THE BOARD

Special meetings may be voted at any regular meeting, may be called by the President of the Board, or at the request of any two members of the Board.

BP 1005.1 MEETINGS OPEN TO PUBLIC

All meetings of the Board and committees of the Board shall be held in accordance with the provisions of the Indiana Open Door Law (IC 5-14-1.5). Public notice of the date, time and place of regular, special and executive meetings shall be given at least forty-eight hours before the meeting.

Reconvened meetings may be held with less than forty-eight hour notice if the new date, time and place is announced at the time of the original meeting, recorded in the minutes and there is no change in agenda.

BP 1005.2 EXECUTIVE SESSIONS

The only meetings that are not immediately open to the public are the Executive Sessions. These meetings discuss strategy for collective bargaining; personnel matter(s); pending litigation; and Request for Proposals (RFP). However, before any final action can be taken, the matter (s) must be presented at an open meeting to the public.

Minutes of executive sessions must identify only the subject considered. The Secretary will certify in the minutes that no other subject matter was discussed in the executive session other than the subject matter specified in the public notice.

BP 1006 QUORUM

A Majority of the members of the Board shall constitute a quorum for the transaction of business. In accordance to HEA 1347, at least half of the library board must be present in person at each meeting. So, for a typical 7-member library board, that means at least 4 must attend the meeting in person. Each member of the Board, including the President shall be allowed to vote on all motions. Board members attending electronically may be counted present and may vote on matters presented before the board. However, the board member must be able to be both seen and heard in order to participate in any final action (vote). All votes taken at during a meeting with electronic attendees must be taken by roll call vote.

BP 1007 ORDER OF BUSINESS

Meetings shall be conducted according to *Robert's Rules of Order*, with such modifications as the Board may from time to time determine to be desirable.

BP 1008 OFFICERS

The officers of this Board shall be President, Vice-President, Secretary, and Treasurer, each to serve one year or until a successor is elected. The officers for the ensuing year shall be elected at the December meeting of the Board and shall take office in January.

BP 1009 DUTIES OF OFFICERS

The President shall preside at all meetings of the Board, and see that the business of the Board is carried out.

The Vice-President shall, in the absence of the President, perform all the duties of the President.

The Secretary shall review the board minutes that are prepared by the library's Administrative Services Manager to ensure they are a true and accurate record of all board proceedings, perform signatory duties and such other duties generally associated with this office.

The Treasurer shall be responsible for the receipt and deposit of all money and securities of the Library, the disbursement of funds as authorized by the Library Board upon a warrant signed by the Treasurer and the keeping of all financial records.

BP 1012 MINUTES OF BOARD MEETINGS

Minutes of the previous meeting(s) of the Board shall be prepared under the direction of the Secretary and mailed or delivered to the members of the Board not later than the Wednesday preceding the next regular meeting.

The contents of the official minutes of the Board shall follow the form and content of the latest revised edition of Robert's Rules of Order. These minutes of the Board meeting(s) shall be considered for adoption and approval at a regular Board meeting and duly executed.

Minutes of the Board Meeting will be kept on open shelves and made accessible to the public and Library staff for inspections. Minutes will be tape recorded and the tape will be destroyed after minutes have been approved.

BP 1013 BOARD POLICIES

It shall be the duty of the Board to determine and adopt written policies to govern the operation and program of the Library.

BP 1014 SEXUAL HARRASSMENT

The Hammond Public Library is strongly committed to providing a work environment and an environment for our patrons free from sexual harassment and in which all individuals are treated with respect and dignity. All persons have a right to work in an environment free from sexual harassment. Sexual harassment is unacceptable misconduct which affects individuals of all genders and sexual orientation. The Hammond Public Library prohibits harassment of any person on the basis of gender or sexual orientation. The Library will not tolerate sexually harassing behavior and expects that all

BY-LAWS FOR BOARD OF TRUSTEES (Continued)

relationships among persons in the workplace will be business-like and free of bias, prejudice and harassment.

Specifically, acts considered to constitute SEXUAL HARASSMENT include, but are not limited to, unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when: (a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (b) an individual's submission to or rejection of such conduct is used as a basis for an employment decision affecting that individual; or (c) the purpose or the effect of such conduct is to substantially interfere with the affected individual's work performance or to create an intimidating, hostile or offensive work environment. Some examples of unwelcome behavior that can be construed as sexual harassment include, but are not limited to: sexual advances; propositions; sexually suggestive gestures; sexual jokes; off-color language; vulgar language; touching; physical assault; possessing, distributing or posting sexually explicit or suggestive magazines, pictures, posters, objects or material; derogatory comments about gender; references to a person's body parts, requests for sexual activity; and/or sexually explicit conversation.

It is the responsibility of each and every employee, official, trustee, agent, volunteer, and vendor of the Hammond Public Library as well as any patron using the Hammond Public Library's facilities, to abide by this policy. The Hammond Public Library will not tolerate sexual or any other type of harassment of or by any of its employees or appointed officials.

The Hammond Public Library takes allegations of sexual harassment very seriously. Any person who believes that they have been the victim of sexual harassment is urged to promptly report the harassment directly to the Executive Director. No supervisor or manager has the authority to condition any tangible job benefit on an employee's putting up with or agreeing to any conduct that may violate this policy. If an employee believes that he or she has been deprived of any job benefit or that he or she has been threatened, he or she should immediately report it to one of the individuals listed above.

The Library will investigate all complaints of harassment with care. If the Library determines that harassment has occurred, any offending employee will face prompt and severe discipline up to and including immediate discharge from employment.

SEE ALSO:

- BP 1101 Adoption and Approval of Policy
- BP 1102 Review of Policies
- BP 1103 Administrative Regulations
- BP 1200 Library Board – Director Relationships
- BP 1400 Open Communication
- BP 2010 The Director
- BP 2011 Appointment of the Director
- BP 2012 Function of the Director
- BP 2013 Moving and Interview Expenses
- BP 3110 Board of Finance and Investment Policy
- BP 3155 Public Purchasing Policy
- BP 4001 Employment of Relatives
- BP 3170 Official Bond-Officers and Employees
- AR 1414 Grievance Procedure

BY-LAWS FOR BOARD OF TRUSTEES (Continued)

AR 1421 Dismissals

BP 1101 ADOPTION OF POLICY

Adoption and approval of governing policy for the Hammond Public Library is a function reserved entirely to the Board of Trustees. The numbered, adopted and approved written Board Policies shall serve as the continuing legal regulations of the Hammond Public Library.

Suggestions or proposals for numbered, written Board Policies and/or revisions of Board Policies may originate with individual members of the Board, the Board as a whole, or the Executive Director. The Executive Director shall act as an advisor to the Board in the adoption and approval of numbered, written Board Policies.

The final adoption and approval of numbered, written Board Policies shall occur only after the Board has considered the original written suggestions, proposals and/or revisions at a previous meeting. The formal adoption and approval of numbered, written Board Policies shall be recorded in the official minutes of the Board. Only those numbered, adopted and approved written Board Policies shall be regarded as the continuing official Board Policies.

The Executive Director shall maintain a written compilation of all numbered, adopted and approved written Board Policies for the information and guidance of all employees and members of the public.

See Also:

Union Contract, Article I, Section 1.4 Management Rights
BP 1102 REVIEW OF POLICIES

BP 1102 REVIEW OF POLICIES

Numbered, adopted and approved written Board Policies should normally be reviewed at periodic intervals. In reviewing these Board Policies, those deemed in urgent need of review and consideration by Board members or the Executive Director shall have priority.

See Also:

Union Contract, Article I, Section 1.4 Management Rights

BP 1101 ADOPTION AND APPROVAL OF POLICY

BP 1103 ADMINISTRATIVE REGULATIONS

The Executive Director is the chief Executive Officer who shall have the power to institute administrative regulations governing the Library which logically stems from adopted and approved Board Policies.

All administrative regulations must be consistent with the policies of the Board.

See Also:

Union Contract, Article I, Section 1.4 Management Rights

BP 1200 LIBRARY BOARD – DIRECTOR RELATIONSHIPS

BP 2010 THE DIRECTOR

BP 2012 FUNCTION OF DIRECTOR

HAMMOND PUBLIC LIBRARY

Hammond, Indiana

BP 1200 LIBRARY BOARD - DIRECTOR RELATIONSHIPS

The development of policies for the governing of the Hammond Public Library System by the Board of Library Trustees, and the administration of those policies by the Director, call for a high order of devotion, statesmanship, and integrity. It is the utmost importance that the Board and the Director work in an atmosphere of mutual respect, trust and good will.

The development of policies is the most important function of the Board. The execution of the policies is the function of the Director. The Board recognizes the administrative responsibility of the Director to manage the library system within established policies. The Director shall then be held responsible by the Board for results.

BOARD RESPONSIBILITIES

1. Select the Director. Support the Director in the discharge of duties.
2. Adopt policies governing the operation of the libraries.
3. Adopt annual budget.
4. Consider and approve vouchers and payrolls.
5. Appoint all employees upon the recommendation of the Director.
6. Adopt salary schedules and other personnel policies.
7. Receive and discuss reports of the Director concerning the progress of the library in terms of achievement of goals and performance of staff.
8. Receive and consider reports of business transacted, business pending, and the financial status of the system.

DIRECTOR RESPONSIBILITIES

1. Administer the library system.
2. Recommend policies to the Board. Carry out all policies adopted by the Board.
3. Prepare and submit the annual budget to the Board for consideration.
4. Approve and direct all purchases and expenditures within the limits of appropriations approved by the Board.
5. Recommend for Board approval candidates for employment.
6. Formulate and recommend personnel policies. Be responsible for assignment of all personnel.
7. Formulate and administer means of evaluating staff members and report findings to the Board formulate and administer a program of supervision of staff and services. Duties and responsibilities may be delegated, but the Director has responsibility for performance of staff.
8. Prepare reports upon status of budget. Prepare annual report on the operation of the Library and such other reports requested by the Board.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-1200 LIBRARY BOARD - DIRECTOR RELATIONSHIPS (continued)

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| 9. Counsel with the Director affording a group judgment, on recommendations for extensions or adjustments of the scope of library activities. | 9. Provide professional leadership for the program of the library. Keep the Board continuously informed on the progress and condition of the Library |
| 10. Consider recommendations for capital outlays, adopt plans for improvements, and determine the means for financing them. | 10. Develop plans for maintenance, improvements or expansion of buildings and facilities needed to provide properly for an adequate library program. |
| 11. Reflect the wishes of the community and represent the needs of the Library before the patrons of the district and legislature. | 11. Facilitate communication between the community and the Board regarding the Libraries and plan means of keeping the community informed about library matters. |
| 12. Act as a court of final appeal for employees and patrons in cases which may be appealed from the decision of the Director. Board Decisions should be reached after hearing testimony from the Director and the appealing party, but without either party present during the Board's final deliberations. | 12. Make decisions in line with Board policy. Appeals from such decisions may be heard and decided by the Board. |
| 13. Negotiate the Union Contract. | 13. Schedule executive sessions of the Board, beginning 180 days prior to the termination date of the contract to review recommendations and/or proposals. |

BP 1300 CODE OF ETHICS AND COMPLIANCE

PRINCIPLES:

The Hammond Public Library is dependent on the trust of its community to successful achievement of its mission. Therefore, it is crucial that all Board members and employees conduct business with the highest level of integrity, avoiding any impropriety or the appearance of such, and therefore commit to the following principles of operations and conduct.

1. We provide the highest level of service to all Library users through appropriate and usefully organized resources, equitable service policies, equitable access, and accurate, unbiased, and courteous responses to all requests.
2. We uphold the principles of intellectual freedom and resist all efforts to censor Library resources.
3. We protect each Library users' right to privacy and confidentiality with respect to information sought or received and resources consulted, borrowed, acquired, or transmitted.
4. We recognize and respect intellectual property rights.
5. We treat co-workers and other colleagues with respect, fairness, and good faith, and advocate conditions of employment that safeguard the rights and welfare of all employees of our institution.
6. We do not advance private interests at the expense of Library users, colleagues, or our employing institution.
7. We distinguish between our personal convictions and professional duties and do not allow our personal beliefs to interfere with fair representation of the aims of our institution or the provision of access to their information resources.
8. We strive for excellence in the profession by maintaining and enhancing our own knowledge and skills, by encouraging the professional development of co-workers, and by fostering the aspirations of potential members of the profession.

See Also:

Union Contract:

- Article II Non-Discrimination
- Article VI Discipline
- Article XXVI Education/In-House Training
- Article XXVII Health and Safety

BP 1300.1 ETHICS COMPLIANCE CONDUCT STATEMENT

BP 1301 CONFLICT OF INTEREST

BP 4000 EQUAL EMPLOYEMENT OPPORTUNITY

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 5301 HAMMOND PUBLIC LIBRARY BILL OF RIGHTS
BP 5306 COLLECTION DEVELOPMENT POLICY
BP 5307 PUBLIC AND STAFF COMPUTING RESOURCES USE
BP 5308 COMMUNICATIONS ACCOMODATIONS
BP 5323 COPYING OF MATERIALS
BP 5350 PRIVACY OF LIBRARY CIRCULATION RECORDS AND REGISTRATION FILES POLICY
BP 5360 INSPECTION OF PUBLIC RECORDS
BP 8005 SOCIAL MEDIA POLICY
BP 8030 PATRON & STAFF CONDUCT
AR 1403 COMPLIANCE WITH HEALTH INSURANCE PORTABILITY AND ACCOUNTABLITY ACT (HIPPA)
AR 1426 DISCIPLINE
AR 1507 ENCOURAGEMENT OF FURTHER EDUCATION
AR 9100 COMMUNICATIONS ACCOMODATIONS

BP 1300.1 ETHICS COMPLIANCE CONDUCT STATEMENT

Ethics Compliance Conduct Statement Hammond Public Library

As an employee/Board of Trustees Member for the Hammond Public Library, I pledge to conduct the business of the Hammond Public Library with the highest level of integrity, avoiding any impropriety or the appearance of impropriety. As an agent of the Library, I will act according to the highest ethical and professional standards of conduct as expressed in the ethics policy.

In doing business solely by and for the Library, I will follow sound financial practices, including accurate financial reporting and responsible fiscal management. I will refrain from engaging in activities that conflict with my Library fiduciary, legal and ethical obligations to and for the Hammond Public Library.

Signature: _____ Date _____

Print Name: _____

BP 1301 - Conflict of Interest

Indiana Code 35 Article 44.1 addresses offenses against public administration. Official misconduct on behalf of a public servant that involves the commitment of an offense in the performance of the public servant's official duties violates Statutory Conflict of Interest [IC 35-44-1-3].

Purpose

The purpose of the Board policy is to cultivate organizational efficiency with procedures that ensure effectiveness. For efficiency, the *Library* Board and the administration are responsible for developing guidelines that ensure ethical and professional standards of conduct.

A. Definition of Conflict of Interest:

Indiana Code 35 Article 44.1 states a public servant who knowingly or intentionally:

- 1) Has a pecuniary interest in; or
- 2) Derives a profit from a contract or purchase connected with an action by the government entity served by the public servant, commits conflict of interest, a Level 6 felony [IC 35-44.1-1-4(b)]

B. Exception for Compensation and Expenses

Indiana Code 35 Article 44.1 states a public servant is not prohibited from receiving compensation for services provided as a public servant or for expenses incurred by the public servant as provided by law [IC 35-44.1-1-4(c)]

C. Other Exceptions

Indiana Code 35-44-1-3 does not prohibit a public servant from having a pecuniary interest in or deriving a profit from a contract or purchase connected with the governmental entity served under any of the following conditions:

- 1) If the public servant:
 - a) Is not a member or on the staff of the governing body empowered to contract or purchase on behalf of the governmental entity;
 - b) Function and performs duties for the governmental entity that are unrelated to the contract or purchase; and
 - c) Makes a disclosure as provided in IC 35-44.1-1-4(d) [IC 35-44.1-14(c)(6)]
- 2) If the contract or purchase involves utility services from a utility whose rate structure is regulated by the state or federal government [IC 35-44-1-4(c)(3)]

D. Definition of Pecuniary Interest

Indiana Code 35 Article 44.1 states a public servant has a pecuniary interest in a contract or purchase if the contract or purchase will result or is intended to result in an ascertainable increase in the income or net worth of:

- 1) The public servant; or
- 2) A dependent of the public servant who:
 - a) Is under the direct or indirect administrative control of the public servant; or
 - b) Receives a contract or purchase order that is reviewed, approved, or directly or indirectly administered by the public servant [IC 35-44.1-1-4(a)(3)]

E. Definition of Dependent

Indiana Code 35 Article 44.1 states a dependent may be any of the following:

- 1) The spouse of a public servant;
- 2) A child, stepchild, or adoptee of a public servant who is:
 - a) Unemancipated; and
 - b) Less than 18 years of age
- 3) Any individual more than one-half of whose support is provided during a year by the public servant [IC 35-44.1-1-4(k)]

F. Disclosure Requirements for Public Servant with Pecuniary Interest

Indiana Code 35 Article 44.1 states the disclosure as required must:

- 1) Be in writing;
- 2) Describe the contract or purchase to be made by the governmental entity;
- 3) Describe the pecuniary interest that the public servant has in the contract or purchase;
- 4) Be affirmed under penalty of perjury;
- 5) Be submitted to the governmental entity and be accepted by the governmental entity in a public meeting of the governmental entity before final action on the contract or purchase;
- 6) Be filed within fifteen days after final action on the contract or purchase with; (a) the state board of accounts; and (b) with the clerk of the circuit court in the county where the governmental entity takes final action on the contract or purchase; and
- 7) Contain, if the public servant is appointed, the written approval of the elected public servant (if any) that appointed the public servant.

G. Defense

Indiana Code 35 Article 44.1 states it is not an offense in a prosecution under the section that the public servant's interest in the contract or purchase, and:

- 1) All other contracts and purchases made by the governmental entity during the twelve (12) months before the date of the contract; or
- 2) Purchase was two hundred fifty dollars (\$250) or less [IC 35-44.1-1-4 (c) (2)]

H. Conflict of Interest Disclosure Statement Form

Indiana Code 35 Article 44.1 states the designated attorney for the governmental entity or a private attorney should be consulted to:

- 1) To determine if a conflict of interest disclosure statement form should be filed; and
- 2) To determine if the format of the *Library* conflict of interest disclosure statement form is sufficient

I. Consultants - Statutory Conflict of Interest [IC 5-16-11]

Pursuant to Indiana Code 5-16-11-5.5, a consultant has a conflict of interest if the following apply:

- 1) The entity has given a gift or gifts:
 - a) To the consultant, consultant's spouse or the unemancipated children;
 - b) That have a total fair market value of more than one hundred (\$100.00) dollars; and
 - c) Within the preceding year
- 2) The consultant, consultant's spouse or unemancipated children have an equitable or a legal interest in real property the value of which:

- a) Either is at least five thousand (\$5,000.00) dollars or comprises at least ten (10%) percent of the net worth of the consultant, the consultant's spouse, or the unemancipated children; and
 - b) Has been or would be increased or decreased if a contract were awarded to the entity
- 3) The consultant or the consultant's spouse is employed by the entity;
 - 4) The entity is the sole proprietorship or professional practice of the consultant or the consultant's spouse;
 - 5) The consultant or the consultant's spouse is a partner in the entity;
 - 6) The consultant or the consultant's spouse is an officer or a director of the entity; and
 - 7) The consultant, the consultant's spouse, or the unemancipated children own stock or options to purchase stock in the entity, and:
 - a) The stock or the options to purchase stock have a fair market value of more than ten thousand (\$10,000.00) dollars; and
 - b) The subdivision does not apply to the following:
 - i. Time deposits or demand deposits in a financial institution; and
 - ii. An insurance policy

J. Definition of Consultant

Indiana Code 35 Article 44.1 states a consultant means an individual who, under a contract with the state or a political subdivision, does either of the following for the state or the political subdivision:

- 1) Evaluates bids for contracts;
- 2) Awards contracts; and
- 3) The term consultant does not include a public employee (as defined in IC 34-6-2-38), and:
 - a) An individual is not required to be a party to the contract with the state or political subdivision to be a consultant [IC 5-16-11-2]

K. Definition of Entity

Indiana Code 35 Article 44.1 states as used and referred to in the policy, an entity means a person that:

- 1) Submitted a bid to be evaluated by a consultant; or
- 2) Was awarded a contract by a consultant (IC 5-16-11-3.5)

L. Disclosure Requirements for Consultants or Entity

Indiana Code 35 Article 44.1 states a conflict of interest must be disclosed as follows:

- 1) A consultant shall file a conflict of interest disclosure if the consultant has a conflict of interest under IC 5-16-11-5.5;
- 2) The disclosure must describe the conflict of interest;
- 3) The consultant shall file the disclosure within ten (10) days of the earlier of the following events:
 - a) The closing day for receipt of bids; and
 - b) The award of the contract
- 4) The consultant shall file the disclosure required by IC 5-16-11-6 with the governing board, if the consultant contracts with the political subdivision [IC 5-16-11-7]; and
- 5) The consultant shall make the disclosure required by IC 5-16-11-6 under affirmation [IC 5-16-11-6,7,8]

M. Disclosure Penalties

Indiana Code 35 Article 44.1 states the following:

- 1) A consultant who fails to file the required disclosure commits a Class A infraction [IC 5-15-11-11]; and
- 2) A consultant who files a false disclosure is subject to the penalties for perjury under IC 35-44-2-1 [IC 5-16-11-12]

N. Lucrative Office

Article 2, Section 9 of the Constitution of Indiana, states in part:

- 1) ". . . no person may hold more than one lucrative office at the same time, except as expressly permitted in this Constitution."; and
- 2) Any person holding two (2) offices which have been or may be deemed lucrative should obtain the written opinion of the attorney for the unit; or
- 3) Units served to determine compliance with Article 2, Section 9 of the Constitution of Indiana

BP 1302 - Conflict of Interest Disclosure Form

Uniform Conflict of Interest Disclosure Statement
(Indiana Code 35-44-1-3)

A public servant who knowingly or intentionally has a pecuniary interest in or derives a profit from a contract or purchase connected with an action by the governmental entity served by the public servant commits conflict of interest, a Class D Felony. Public servants have a pecuniary interest in a contract or purchase if the contract or purchase will result or is intended to result in an ascertainable increase in the income or net worth of the public servant or a *dependent* of the public servant who is under the direct or indirect administrative control of the public servant; or receives a contract or purchase order that is reviewed, approved, or directly or indirectly administered by the public servant.

Dependent means any of the following: the spouse of a public servant; a child, stepchild, or adoptee (as defined in I.C. 31-3-4-1) of a public servant who is unemancipated and less than eighteen (18) years of age; and any individual more than one-half of whose support is provided during a year by the public servant. The following only contains excerpts from I.C. 35-44-1-3.

1) **Name and Address of Public Servant Submitting Statement:**

2) **Title or Position With Governmental Entity:**

3) a) **Governmental Entity:** _____

b) **County:** _____

4) **Name of Contractors or Vendors:**

5) **Description of Contracts or Purchases** (Describe the kind of contract involved, and the effective date and term of the contract or purchase if reasonably determinable):

6) **Description of My Financial Interest** (Describe in what manner the public servant or *dependent* expects to derive a profit or financial benefit from, or otherwise has a pecuniary interest in, the above contracts or purchases; if reasonably determinable, state the approximate dollar value of such profit or benefit. Attach extra pages if additional space is needed):

7) **Approval of Appointing Officer or Body** (To be completed if the public servant was appointed by an elected public servant or the board of trustees of a state supported college or university):

I (We) being the _____ of _____ and having the
(Title of Officer or Governing Body Name) (Governmental Entity Name)

power to appoint the above named public servant to the public position to which he or she holds, hereby approve the participation to the appointed disclosing public servant in the above described contract(s) or purchase(s) in which said public servant has a conflict of interest as defined in Indiana Code 35-44-1-3; however, this approval does not waive any objection to any conflict prohibited by statute, rule, or regulation and is not to be construed as a consent to any illegal act

(Elected official) (Office)

8) **Effective Dates** (Conflict of interest statements must be submitted to the governmental entity prior to final action on the contract or purchase.):

(Date Submitted) (Date of Action on Contract or Purchase)

9) **Affirmation of Public Servant:** This disclosure was submitted to the governmental entity and accepted by the governmental entity in a public meeting to the governmental entity prior to final action on the contract or purchase. I affirm, under penalty of perjury, the truth and completeness of the statements made above, and that I am the above named public servant.

Signed: _____ Date: _____
(Signature of Public Servant)

Within 15 days after final action on the contract or purchase, copies of this statement must be filed with the following entities:

State Board of Accounts, Indiana Government Center South
302 West Washington Street
Room E418
Indianapolis, Indiana 46204-2765

and the Clerk of the Circuit Court of the county in which the governmental entity executed the contract or purchase. A copy of this disclosure will be forwarded to the Indiana State Ethics Commission.

Conflict of Interest and Ethics Statement of Agreement

As a public servant and a Hammond Public Library employee / Trustee, I duly promise to conduct business with the highest level of integrity, avoiding any impropriety or the appearance of impropriety.

I shall perform in accordance with the highest ethical and professional standards of conduct as expressed in the Ethics policy. I will disclose pecuniary interest in contracts and purchases if the contract or purchase results in or is intended to result in an ascertainable increase in income or net worth.

I shall follow sound financial practices including accurate financial reporting and responsible fiscal management. I shall refrain from activities that engage conflict of interest regarding my fiduciary responsibility that involves the Library including any such legal and ethical obligation of the Library.

Print Name: _____

Signature: _____

Date: _____

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 1400 OPEN COMMUNICATION

It is the policy of the Board of Trustees to encourage open communication of all staff and the general public. The library board's primary objective is to establish policies that will direct a course of action the entire library system will follow. This body is a committee of members charged to ensure that the public need is met, and that the library is running well. Liberty shall be granted to those with concerns regarding the general operations, policies, and procedures of the library and its board. Concerned patrons and staff are welcome to address their concerns by either of the following measures:

- 1) Written notification, which shall include the date of the letter along with the name, address, and telephone number of the concerned party.
- or
- 2) Presenting their concerns at the "public expression" segment of the board meeting with time limitations addressing their concerns.

All staff are recommended to take the following steps prior to expressing their concerns at a board meeting. Staff are encouraged to do this so that the matter can reach a quick resolution. Their concerns should be presented in writing in the following order, first to:

- 1) The Supervisor
- 2) A union representative and the Supervisor
- 3) The Labor Management Committee
- 4) The Director and the Union President
- 5) The Library Board of Trustees

No staff member will suffer repercussions for verbalizing concerns or giving input to the Board of Trustees however, all presentations should be done without malice or with the intent to defame an individual's character. But, proper protocol should be followed when presenting concerns to the board as a whole. If proper protocol has not been followed, the request to present concerns will immediately be denied by the Board president. This process is separate from the established grievance procedures. It does not justify ignoring or bypassing any steps in the normal chain of command of library business.

Policy adopted December 17, 1996, Policy Revised July 26, 2011, Revised 5/18/2022

BP 2010 THE DIRECTOR

The Director shall carry out policies of the Board of Library Trustees in the administration of the Hammond Public Library System. The Director shall be directly responsible to the Board for the total administration of the Hammond Public Libraries. The Board shall vest in the ~~Executive~~ Director the necessary authority and shall provide the necessary support to carry out such administration.

POSITION TITLE

Individuals appointed by the Library Board of Trustees to perform the duties of the Director on a temporary basis will hold the title of Interim Director.

Individuals permanently hired into the position will hold the title of Director.

The Board reserves the right to promote the Director to the title of Executive Director in observance of duties performed beyond the scope identified in the Director's job description and demonstrable success.

To prevent confusion, in all Board Policies and Administrative Regulations, Director will be the term used to refer to the individual holding the position of Interim Director, Director, or Executive Director.

See Also:

Union Contract, Article I, Section 1.4 Management Rights

BP 1103 ADMINISTRATIVE REGULATIONS

BP 1200 LIBRARY BOARD – DIRECTOR RELATIONSHIPS

BP 2011 APPOINTMENT OF THE DIRECTOR

BP 2012 FUNCTION OF DIRECTOR

BP 2011 APPOINTMENT OF THE DIRECTOR

The Board of Library Trustees shall appoint a qualified librarian to serve as Director. The Board shall utilize proper professional services with Board's discretion to assist in determining qualifications of candidates and in determining the process for screening and selecting, the most qualified individual.

See Also:

BP 1200 LIBRARY BOARD – DIRECTOR RELATIONSHIPS

BP 2010 THE DIRECTOR

BP 2012 FUNCTION OF DIRECTOR

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-2013 MOVING EXPENSES

The Board of Trustees may reimburse newly hired Director for reasonable moving expenses that may occur for candidate(s) that live long distance. Travelling expenses are exempt from reimbursement.

The maximum amount the Library will pay for moving expenses is to be determined during initial job offer negotiation(s) with Board approval.

Policy adopted April 24, 1986, policy revised October 29, 1996, revised 11/16/22

BP 3000 - Fiscal Policy

The Hammond Public Library Board of Trustee recognizes that the fiscal management of funds consist of allowable expenditures, budgeting, economic support, operating procedures and revenue sources including uniform compliance guidelines.

Purpose

The purpose of the Board policy is to cultivate organizational efficiency for financial procedures that ensure efficacy. The Board and the administration shall be responsible for developing guidelines that ensure an overall fiscal accountability structure. The Board shall strive to provide reasonable assurance the fiscal objectives are achieved by:

- Adopting a proposed budget that adequately funds the Library's vision;
- Ensuring an integrated system of internal controls be present, functioning and operating;
- Attending workshops for Trustees required by the State Board of Accounts;
- Analyzing and responding to fiscal risks including corruption, errors, fraudulent actions, management override and misappropriation including periodic review;
- Encouraging organizational planning via budget procedures;
- Emphasizing the importance of financial contribution and exploring all practical sources of income;
- Establishing assessed fees and fines including penalties;
- Requiring fundamental principles of accounting and reporting procedures; and

Maintaining a level of expenditures necessary to provide programs and services

BP 3100 BUDGET

PURPOSE

The purpose of this Board Policy is to outline the process of approving the annual library budget.

PREPARATION OF BUDGET

The Director shall determine the manner in which the annual budget is compiled. The Director shall also establish a budget calendar. The budget shall be prepared from the best estimates that can be obtained.

The Director shall present the proposed budget to the Board together with recommendations on the needs of the library system. The Board will review the proposed budget and make recommendations at scheduled board meetings.

PUBLICATION OF BUDGET

The budget shall be advertised in accordance with the current prevailing state legislation.

REVIEW OF BUDGET

The Director shall recommend to the Board a date for a special public meeting devoted to a discussion of the budget.

ADOPTION OF BUDGET

The Board shall meet for a public hearing on the budget for the next calendar year. After the budget has been adopted, it shall be the responsibility of the Director to see that all personnel use the budget effectively.

See also:

BP 3000 FISCAL POLICY

AR 8010 CALENDAR OF FINANCIAL OPERATIONS AND BOARD APPROVALS

HAMMOND PUBLIC LIBRARY

Hammond, Indiana

BP 3110 BOARD OF FINANCE AND INVESTMENT POLICY

The duly appointed members of the Hammond Public Library Board are the fiscal body of the Library and thus constitute the Board of Finance of the Hammond Public Library. The members serve without compensation. (IC 5-13-7-5, IC 33-1-2-6)

Annual Meeting

The Hammond Public Library Board of Finance shall meet annually after the first Monday and on or before the last day of January to elect a president and secretary, review the written report of the Library's investments during the previous calendar year and review the Library's investment policy. (IC 5-13-7-6,7)

Fiscal Officer

The duly elected treasurer of the Hammond Public Library Board is the fiscal officer of the Library. The treasurer shall serve without compensation. (IC 20-14-2-5)

Deposits

All funds received by the Library shall be deposited in one or more designated depositories not later than the business day following receipt and shall be deposited in the same form in which they were received. (IC 5-13-6-1)

Investments

The Library fiscal officer is authorized to invest Library funds in:

1. Securities or discount notes backed by the full faith and credit of the United States Treasury or fully guaranteed by the United States and issued by the United States Treasury, a federal agency, a federal instrumentality or a federal government sponsored enterprise;
2. Deposit accounts issued or offered by a designated depository;
3. Agreements, commonly known as repurchase agreements (including standing repurchase or resale agreements, commonly known as sweep accounts), with depositories designated by the state board of finance as depositories for state investments, involving the purchase and guaranteed resale of any interest-bearing obligations issued or fully guaranteed by the United States, any United States government agency or any instrumentality of the United States government;
4. Obligations issued, assumed or guaranteed by the International Bank for Reconstruction and Redevelopment or the African Development Bank. (IC 5-13-9)

Investments made by the Library's fiscal officer must have a stated final maturity of not more than two (2) years after the date of purchase or entry into a repurchase agreement. (IC 5-13-9-5.6)

BP 3110 BOARD OF FINANCE AND INVESTMENT POLICY (continued)

Investment Cash Management

The Hammond Public Library Board of Finance may contract with a Library or state designated depository for the operation of an investment cash management system. (IC 5-13-11-1)

Prohibited Investments

The fiscal officer may not purchase securities on margin or open a securities margin account for the investment of Library funds. (IC 5-13-9-9)

Transaction Accounts

The fiscal officer of the Library shall maintain deposits that are invested or reinvested in at least two (2) of the Library's designated depositories. (IC 5-13-9-4)

BP 3111 BOARD OF FINANCE OVERSIGHT BODY

The Hammond Public Library Board of Trustees recognizes that the fiscal management of funds consist of allowable expenditures, budgeting, economic support, operating procedures and revenue sources including uniform compliance guidelines.

PURPOSE

The purpose of this Board policy is to cultivate organizational efficiency for financial procedures. The Board and the Library Administration shall follow strategic guidelines administered by the Internal Control Standards to ensure fiscal accountability. The Board shall also strive to provide reasonable assurance that the fiscal objectives set out by the Library Administration and the Standards for Internal Controls are achieved.

PROCEDURAL GUIDELINES THAT INVOLVE THE BOARD OF FINANCE

Three (3) Library Board Trustees shall serve as the Board of Finance Oversight Body. The members of the Oversight Body shall be selected in the same manner and immediately following the annual selection of Board Officers. The Board Treasurer must be one of the members of the Oversight Body. These trustees shall serve without compensation (I.C. 5-13-7-5; I.C. 33-1-2-6).

BI-ANNUAL BOARD OF FINANCE MEETING

On a bi-annual basis, the Board of Finance Oversight Body, shall meet during the first and third quarters each year. At these meetings, the following tasks shall be accomplished in conjunction with the duties and responsibilities established in BP 3110;

- Elect a Board of Finance President, (the Treasurer of the Board of Trustees shall serve both Boards), and a Secretary;
- Review the written Investment Report for investments acquired during the previous calendar year and review the Investment Policy and its procedures (I.C. 5-13-7-6,7)
- Review the Internal Controls Policy and procedures related to fiscal management;
- Review the Internal Controls Fiscal Management Compliance Checklist;
- Review the Internal Controls Fiscal Management Compliance Agreement Statements

See Also:

BP 3110 BOARD OF FINANCE AND INVESTMENT POLICY

Indiana Codes:

IC 5-13-7-5
IC 5-13-7-6
IC 5-13-7-7
IC 33-1-2-6

BP 3115 - Materiality Policy

Trustees Directive

Whereas, IC5-11-1-27(j) requires erroneous or irregular material variances, losses, shortage, or thefts of political subdivision funds or property shall be reported immediately to the State Board of Accounts; and

Whereas, State Examiner Directive 2015/16 directs each political subdivision to determine its own policy on materiality; and

Whereas, the Hammond Public Library does not condone any erroneous or irregular material variances, losses, shortages or thefts of political subdivision funds or property but recognizes that relatively small items may not justify the cost of the involvement of the State Board of Accounts;

Now, therefore, I René L. Greenleaf, Executive Director of the Hammond Public Library and the Board of Trustees do hereby direct as follows (with the explanation of substantial loss being greater than \$2,000.00) do direct:

- 1) All substantial erroneous or irregular variances, losses, shortages, or thefts of the Hammond Public Library funds or property or funds or property of which the Library holds in trust, shall be reported by the Executive Director to the Board of Trustee or their designated executive committee.
- 2) It will be the policy of the Secretary of the Board of Trustees to report to the State Board of Accounts any substantial erroneous or irregular variances, losses, shortages or thefts of cash in excess of \$500.00, except for inadvertent clerical errors that are identified and are timely and promptly corrected with no loss to the Library.
- 3) It will be the policy of the Trustee Board to report promptly to the State Board of Accounts any substantial erroneous or irregular variances, losses, shortages, or thefts of non-cash items in excess of \$1,000.00 estimated market value, except for those resulting from inadvertent clerical errors or misplacements that are identified and are timely and promptly corrected with no loss to the Library, except for losses from genuine accidents.
- 4) All Library Board Members are asked, and all Library Employees and agents are directed to comply with this policy as outlined in our Resolution to Establish Internal Controls as the Board of Trustees endorses it.
- 5) Any patron who creates substantial loss, theft, damage and/ or destruction to library material or property, shall be reported to the Executive Director and the Board of Trustees of the Hammond Public Library. They in turn, shall report such offenses to the proper authorities.
- 6) Any patron in excess of the maximum of charges assessed for library fines/fees shall be submitted to the collection agency for resolution.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-3120 PREPARATION OF BUDGET DOCUMENT

The Director shall determine the manner in which the annual budget is to be compiled. He shall also establish a budget calendar.

The Director shall present the proposed annual budget to the Board together with recommendations on the needs of the library system. The Board will review the proposed budget and make recommendations at scheduled board meetings.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-3130 PUBLICATION OF BUDGET

The budget shall be advertised in accordance with the prevailing state legislation.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-3140 REVIEW OF BUDGET

The Director shall recommend to the Board a date for a special public meeting devoted to a discussion of the budget.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-3150 ADOPTION OF BUDGET

The Board shall meet on the fourth Thursday of the month of August for a public hearing on the budget for the next calendar year.

BP 3155 PUBLIC PURCHASING POLICY

The Hammond Public Library is a governmental body that is authorized to enter into contracts under the Indiana Public Purchasing Law. The Hammond Public Library will conform in every regards to IC 5-22, et seq. The Hammond Public Library is the "Purchasing Agency."

The "Purchasing Agent" of the Hammond Public Library is the Director of the Library and those to whom the Director may delegate authority. Others who may be authorized by the Purchasing agent to make routine purchases are commonly the Assistant Director, the Head of Information Services, the Head of Technical Services, the Head of Circulation Services, the Head of Youth Services, the Administrative Services Manager, and the Maintenance Services Manager.

The Board of Trustees or the Purchasing Agent will purchase services on the basis of provisions of the contract, cost, experience of the offer or any other factor deemed appropriate to the services being purchased.

In order to be in compliance with Indiana Code, contracts require vendor certification that the vendor is not engaged in any investment activities in Iran (IC 5-22-16.5). The Indiana State Board of Accounts emphasizes that the law applies to all contracts. A vendor certification form will be attached to all vendor contracts for future auditing purposes.

The Library will obtain a credit card(s) with no fee or a competitive annual fee that will best fit the library's needs. The credit card accounts will be used to facilitate business transactions that are consistent with the current budget and policies.

SMALL PURCHASES

Purchases below \$75,000 are considered small purchases and may be authorized by the Purchasing Agent.

BOARD REVIEW

Purchases costing more than \$75,000 are to be presented to the Board of Trustees for review, selection, and/or approval.

STATE REQUIREMENTS

All items costing between \$50,000 and \$150,000 will be purchased only after inviting three (3) quotes from persons known to deal in the lines or classes of supplies to be purchased. The Library will follow all the proper steps for competitive bidding procedures or the inviting of quotes as required by statute or by the guidelines of the appropriate state agency.

Purchase requirements may not be artificially divided so as to constitute a small purchase (IC 5-22-8-1).

All items costing over \$150,000 will be purchased following competitive bidding procedures (IC 5-22-7).

EMERGENCY PURCHASES

In accordance with state statute, a Purchasing Agent may make a special purchase without soliciting bids or proposals when there exists, under emergency conditions, a threat to public health, welfare or safety (IC 5-22-10-4).

See Also:

BP 3000 FISCAL POLICY

Indiana Codes

- IC 5-22 Public Purchasing

- IC 5-22-7 Competitive Bidding

- IC 5-22-8 Small Purchases

- IC 5-22-10-4 Emergency Conditions

- IC 5-22-16.5 Disqualification of Contractors Dealing with the Government of Iran

BP 3160 APPROVAL OF CLAIMS

All claims for payment for goods and services shall be prepared in the manner prescribed by the State Board of Accounts. Each claim shall be listed by number, description, and amount in the minutes of a regular or special meeting of the Library Board and such list shall be approved and signed by a majority of the Board.

See Also:

AR 8008 PAYING BILLS WITH PRIOR APPROVAL

AR 8010 CALENDAR OF FINANCIAL OPERATIONS AND BOARD APPROVALS

BP 3161 SALES AND DISPOSAL OF BOOKS AND EQUIPMENT

PURPOSE

The purpose of this Board Policy is to outline the protocol for disposing of library property.

GENERAL

Items deemed obsolete by the Director may be disposed of by the most expedient method determined if not otherwise covered by law. The Director shall report the proposed disposition of such items to the Board for approval.

Books, periodicals and audio-visual materials which are deemed outdated or no longer fit for circulation or reference purposes are to be considered of null value and assigned discard status.

See Also:

AR 6630 HANDLING AND DISPOSAL OF MATERIAL BEING WITHDRAWN

AR 8040 FIXED ASSETS

BP 5306 COLLECTION DEVELOPMENT POLICY

BP 5440 LOANING AND DISPOSAL OF SPECIAL COLLECTIONS MATERIALS

BP 3170 OFFICIAL BOND – OFFICERS AND EMPLOYEES

PURPOSE

The purpose of the Board Policy is to explain the need for and requirements for bonded trustees and employees.

GENERAL

The Treasurer of the Board, and any of the employees of the library whom the Board shall deem necessary to be bonded, shall give a corporate surety bond in an amount to be determined by the Board for the faithful performance of duty and the proper accounting of all funds and securities which may come into his or their hands. All bonds shall be written by an insurance company licensed to do business in the State of Indiana, make payable to the State of Indiana, approved by the Board, and filed and recorded in the office of the county recorder.

See Also:

BP 1000A – 1014 BYLAWS

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP3180 CAPITAL FIXED ASSET POLICY

This policy will be used to provide accountability and to safeguard capital assets as defined herein

Capital assets include such items as: land, easements, right of ways, land improvements, buildings, building improvements, construction in progress, machinery and equipment, vehicles, infrastructure, books, works of art and monuments.

Capital assets with an estimated useful life of more than one year and an original cost of \$5,000 or more will be accounted for as capital assets. In addition, the aggregate of all books and similar materials with a useful life of more than one year, regardless of the original cost, will be considered capital assets. For accountability and safeguarding of assets an inventory will be kept on all computers and on all items costing less than the thresholds noted above, but more than \$500, which will be classified as non-capitalized assets.

HAMMOND PUBLIC LIBRARY

Hammond, Indiana

BP-4000 EQUAL EMPLOYMENT OPPORTUNITY

- A. The Board of Library Trustees will provide equal employment opportunities for applicants and employees in every aspect of employment. Discrimination because of age, ancestry, color, disability, domicile, national origin, political preference, race, religion, sex, or sexual preference is prohibited.
- B. The Director and Administrative Staff will communicate and work with all employees so that equal employment opportunity is a continuing reality. The Director will ensure that equal employment opportunity hiring practices are maintained.
- C. The Director will cooperate with all civil rights agencies in order to facilitate the achievement of a program of nondiscrimination.
- D. Employment tests that are determined to be without bias will be administered for designated job classifications.
- E. An objective job evaluation system will be used to determine the classification for all positions and to ensure employees are paid equitably for the work performed.
- F. Sexual harassment of staff members or applicants for employment by Library supervisors and/or staff is unacceptable behavior and will not be tolerated or condoned. The Library will take appropriate corrective action to remedy any situation which is brought to its attention.
- _____ G. All employees have the right to work in an environment free from conduct which can be considered harassing, intimidating, hostile or offensive. It is the responsibility of Library supervisors to ensure compliance with this policy.
- H. Grievance procedures have been established and are available to applicants and employees. Charges of discrimination will be immediately investigated and processed.

Policy adopted June 27, 1974

Policy revised May 26, 1983

Policy revised January 24, 1991

Policy revised August 31, 1992

Policy revised October 12, 1992

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 4001 EMPLOYMENT OF RELATIVES

Close relatives of Board members or the staff shall not be employed by the Library. "Close relatives" shall be defined as parent, sibling, spouse, child, grandchild, grandparent, mother/father-in-law, brother/sister-in-law, daughter/son-in-law, other relative, or friend with whom the staff member has a mutually acknowledged relationship as the above.

Policy adopted February 23, 1978
Policy revised May 24, 1993
Policy revised August 29, 1994

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 4010 BACKGROUND CHECK POLICY

In accordance with Indiana Code IC 36-12-1-14 and to protect patrons and staff, the Hammond Public Library requires an inquiry into the personal background of each applicant recommended for employment by the Director and on each recommended volunteer who is eighteen (18) years of age or older. The background check will include an expanded national criminal history check, a national sex offender registry check, and as applicable, an inquiry with relevant former employers and explanations of employment gaps. Offers of employment and approval of volunteer/internship are contingent upon results of these background checks.

Due to the confidential nature of the results, only authorized human resources staff will conduct criminal history and sex offender registry checks. Records will be maintained in secure files in Administrative Services.

RECOMMENDED APPLICANTS

A nation-wide criminal history and sex offender registry check will be conducted on each applicant recommended for employment prior to the first day of employment. Applicants will be informed during the interview process of this condition and will be required to sign a consent form for the background check process for further consideration for employment. An offer of employment is contingent upon the results of the required checks.

EMPLOYEES

A nation-wide criminal history and sex offender registry check is required on all library employees. Employees will be required to sign a consent form for the background check. Refusal to sign the required consent form may result in disciplinary actions. Initial checks for existing employees as of January 1, 2021 will be conducted for twenty-percent of existing employees annually. Thereafter, checks are to be updated every five (5) years.

VOLUNTEERS AND INTERNS

Volunteers or interns (paid or unpaid), more than eighteen (18) years of age are subject to the same requirements for criminal history and sex offender registry checks as employees. Volunteers will be required to sign a consent form for the background check. Refusal to sign the required consent form may result in rescission of an opportunity to volunteer. Initial checks for existing volunteers as of January 1, 2021 will be conducted for twenty-percent of existing volunteers annually. Thereafter, checks will be repeated every five (5) years for long-term volunteers.

Volunteers participating in the city's college tuition program are required to obtain at their expense a local criminal history check directly from the Hammond Police Department. The completed document must be received by the Assistant Director and on file at the library prior to beginning any hours.

The Hammond Public Library does not conduct criminal history checks on youth volunteers who are under the age of eighteen (18) or who are enrolled at the middle or high school levels.

CONSIDERATIONS

The Director may rescind an offer of employment or an offer to perform volunteer work for the Library, and may take disciplinary action up to and including termination of employment or revocation of volunteer/internship status related to the results of the background checks. The following factors will be considered for applicants:

- The nature of the crime and its relationship to the position
- The time since the conviction
- The number (if more than one) of convictions
- Whether hiring, transferring or promoting the applicant would pose an unreasonable risk to the Library's operations, employees and/or patrons and vendors

Unless specifically provided otherwise in this policy, any costs associated with obtaining the criminal history and sex offender registry checks shall be borne by the Library.

See Also:

AR 1000 SELECTION OF PERSONNEL

AR 1024 BACKGROUND CHECKS

AR 1025 BACKGROUND INVESTIGATION CONSENT

AR 1030 INTERSHIPS

AR 1350 VOLUNTEER GUIDELINES

AR 7000 PROGRAMMING

AR 7015 PROGRAM PROPOSAL

BP 4105 INTERSHIP POLICY

BP 4111 CONDITIONS OF EMPLOYMENT

BP 4170 LIBRARY VOLUNTEERS

BP 4000 Equal Employment Opportunity

Indiana Code IC 36-12-1-14

HAMMOND PUBLIC LIBRARY
HAMMOND, INDIANA

BP 4100 POSITION CLASSIFICATIONS AND MINIMUM QUALIFICATIONS

<u>Job Title</u>	<u>Requirements</u>
Director	A Master's degree in Library Science from an ALA accredited program, 10 years experience as a Librarian, which includes 3 years of administrative experience and eligibility for Librarian Certificate 1 in Indiana.
Assistant Director	A Master's degree in Library Science from an ALA accredited program, 3 years experience as a Librarian and eligibility for Librarian Certificate 2 in Indiana.
Division Head	A Master's degree in Library Science from an ALA accredited program, 3 years experience as a Librarian and eligibility for Librarian Certificate 2 in Indiana OR an equivalent combination of education and experience as required by division assigned and eligibility for Librarian Certificate 2 in Indiana.
Branch Librarian	A Master's degree in Library Science from an ALA accredited program and eligibility for Librarian Certificate 3 in Indiana OR an equivalent combination of education and related library experience.
Senior Librarian	A Master's degree in Library Science from an ALA accredited program and eligibility for Librarian Certificate 3 in Indiana OR an equivalent combination of education and related library experience.
Administrative Assistant	An Associate or Bachelor's degree in a business related subject OR an equivalent combination of education and related experience.
Financial Specialist	An Associate or Bachelor's degree in a business related subject OR an equivalent combination of education and related experience.
Automation Specialist	Two years of college or technical school and one year related experience OR an equivalent combination of education and experience.
Librarian, Librarian-Floater	A Master's degree in Library Science from an ALA accredited program and eligibility for Librarian Certificate 3 in Indiana OR an equivalent combination of education and related library experience.
Maintenance Services Manager	A High School diploma or equivalent and four years related maintenance experience.
Graphic Artist/Exhibit Coordinator	Two years of college or technical school and one year related experience OR an related amount of education and experience.

Automation Technician	Two years of college or technical school OR equivalent amount of education and related experience.
Public Information equivalent amount Coordinator	Two years of college in journalism/communications or related field OR of education and related experience.
Acquisitions Specialist	High School diploma or equivalent and a minimum of one year related experience.
Secretary/Procurement	High School diploma or equivalent and a minimum of one year related experience.
Lead Janitor	High School diploma or equivalent and related experience.

BP 4100 POSITION CLASSIFICATIONS AND MINIMUM QUALIFICATIONS (continued)

Information Serv. Lib. Asst.	High School diploma or equivalent and 2 years related experience.
Branch Assistant, Circ. Asst./Reg. Coordinator, Circ. Asst./Mtg. Room Coord., Circ. Asst./Audio Vis. Coord., Clerical Assistant-Floater, Youth Services Assistant	High School diploma or equivalent and related experience.
Technical Services Assistant, Circulation Services Assistant, Information Services Assistant-ILL, Janitor	A High School diploma or equivalent is required.
Youth Services Page, Processor	A High School Diploma or equivalent is required.
Page	High School enrollment, or a high school diploma or its equivalent is required. (Certificates issued by Indiana Library Certification Board)

Policy adopted May 14, 1992

Policy revised July 27, 1992 (Job Title Changes)

Policy revised October 17, 1994, December 19, 2000, January 30, 2001, July 21, 2009, December 29, 2009

Hammond Public Library

Salary Schedule

Policy Revised 7/27/92, 10/17/94, 7/1/95, 7/1/96, 9/30/96, 7/1/97, 9/1/97, 7/1/98, 7/1/99, 7/1/00, 7/1/01, 7/1/02, 7/1/03, 7/1/04, 7/1/05, 7/1/06, 7/1/07, 11/1/08, 7/1/09, 07/01/12, 7/01/15, 3/29/16, 7/1/16, 7/1/17, 7/1/18, 7/1/19, 7/1/21

Grade	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
11	Executive Director	Salary Determened by the Board of Trustees						
10	Assistant Director	\$ 65,420	\$ 68,037	\$ 70,755	\$ 73,585	\$ 76,528	\$ 79,587	\$ 82,769
9	Head Circ Services Head , Info Services Head, Tech Services Head, Youth Services	\$ 54,516	\$ 56,697	\$ 58,963	\$ 61,319	\$ 63,773	\$ 66,323	\$ 68,976
8	Admin. Services Manager Maintenance Service Manager Information Service Manager	\$ 49,563	\$ 51,545	\$ 53,605	\$ 55,743	\$ 57,975	\$ 60,292	\$ 62,703
7	Financial Analyst Automation Specialist Senior Info Serv. Lib Security Officer	\$45,057	\$46,856	\$48,731	\$50,676	\$52,704	\$54,814	\$57,007
6	Acquistition Spec. Automation Technician Graphic Artist Info. Serv. Librarian Librarian Floater Public Info. Coord. Technical Services Lib. Youth Services Lib.	\$40,958 \$20.74	\$42,595 \$21.56	\$44,301 \$22.42	\$46,070 \$23.31	\$47,914 \$24.26	\$49,829 \$25.21	\$51,819 \$26.23
5	Info. Serv. Lib. Asst. Lead Janitor Secretary/Proc.	\$34,132 \$17.27	\$35,496 \$17.96	\$36,916 \$18.69	\$38,392 \$19.43	\$39,929 \$20.20	\$41,528 \$21.02	\$43,190 \$21.85
4	Cler. Asst.- AV Coord Cler. Asst.- Floater Cler. Asst.-Mtg Rm Coord Cler. Asst.- Resistration Tech. Sev. Asst. Asst. Bib Youth Services Asst.	\$29,678 \$15.03	\$30,867 \$15.61	\$32,100 \$16.24	\$33,386 \$16.91	\$34,721 \$17.57	\$36,111 \$18.28	\$37,556 \$19.01
3	Circulation Assitant Info. Serv. Asst.- ILL Janitor	\$26,983 \$13.65	\$28,060 \$14.20	\$29,185 \$14.76	\$30,350 \$15.36	\$31,566 \$15.97	\$32,828 \$16.62	\$34,138 \$17.27
2	Tech Serv. Asst.-Process. Youth Services Page	\$24,531 \$12.42	\$25,512 \$12.92	\$26,532 \$13.43	\$27,591 \$13.95	\$28,698 \$14.51	\$29,844 \$15.10	\$31,039 \$15.70
1	Page	\$8.96	\$9.28	\$9.62	\$10.00	\$10.40	\$10.75	\$11.16

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 4102 POSITION CLASSIFICATION POINTS

<u>Salary Grade</u>	<u>Point Spread</u>	<u>Job Title</u>
11	2,500 and Over	Director
10	2,300 - 2,499	Assistant Director
9	2,100 - 2,299	Head, Circulation Services Head, Information Services Head, Technical Services Head, Youth Services
8	1,900 - 2,099	Branch Librarian
7	1,700 - 1,899	Administrative Assistant Automation Specialist Financial Specialist Maintenance Services Manager Senior Information Services Librarian
6	1,500 - 1,699	Acquisitions Specialist Automation Technician Branch Youth Services Librarian Graphic Artist/Exhibit Coordinator Information Services Librarian Librarian - Floater Public Information Coordinator Technical Services Librarian Youth Services Librarian
5	1,300 - 1,499	Information Services Librarian Assistant Lead Janitor Secretary/Procurement
4	1,100 - 1,299	Circulation Assistant/Audio Visual Coordinator Branch Assistant Clerical Assistant - Floater Circulation Assistant/Meeting Room Coordinator Circulation Assistant/Registration Coordinator Technical Services Assistant (Cataloging) Youth Services Assistant
3	900 - 1,099	Branch Library Janitor Clerical Assistant - Outreach Program Circulation Assistant Information Services Assistant - ILL Janitor Janitor/Courier Technical Services Assistant - (Clerical)
2	750 - 899	Technical Services Assistant (Processing) Youth Services Page
1	749 and Under	Page

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-4105 INTERNSHIP POLICY

A limited number of academic internships are available to students majoring in library science, computer science, and related fields.

The Library will accept interns only to the extent and at the times that it can provide successful management and oversight and for areas of service that fall within the mission and goals of the Library.

Interns can be very valuable to the Library, bringing added talent, different perspectives, and fresh approaches to an activity or service. The Library must also offer a genuine educational opportunity for “on-the-job training” in particular services and/or special projects.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-4106 TRAINING POLICY

To develop and maintain an outstanding workforce and Library Board of Trustees capable of supporting the Hammond Public Library's vision and mission statements and its goals.

Goals

- Acquaint new staff and newly appointed Board members with the goals, history, traditions, policies, and divisions of the library.
- Convey to employees the importance of job training to maximize patron satisfaction.
- Provide continuous learning opportunities for staff and Library Board.
- Plan, implement and evaluate ongoing staff training.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-4107 STAFF MEETINGS

The library will conduct two (2) mandatory staff meetings per year. There will be one (1) staff meeting semiannually with the library closing for the day. All staff will be required to attend the meeting. Any exceptions are outlined in AR 1016. All staff will be paid for attending the meetings.

The full day staff meetings will be reviewed and approved for the preceding year at the December Library Board Meeting.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 4108 COMPLIANCE WITH HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT
(HIPAA)

The Hammond Public Library will comply with the Health Insurance Portability and Accountability Act (HIPAA) as required by law.

HAMMOND PUBLIC LIBRARY
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BP 4110 SALARY COMPENSATION OF EMPLOYEES

Salaries of persons appointed to the staff will be in accordance with the Salary Scale. Salary adjustments will be made in accordance with Board Policies and are effective July 1st.

Policy adopted October 24, 1974
Policy revised January 24, 1980
Policy revised May 14, 1992
Policy Revised December 18, 2007

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BP-4110.3 COMPENSATORY PAY

Out of class pay will be paid for all hours worked in a higher classification if the employee works more than five (5) consecutive days in the higher classification. Special assignments in a higher classification approved by the Director will also be paid the higher classification.

BP 4111 CONDITIONS OF EMPLOYMENT

PURPOSE

The Purpose of this BP is to outline the general conditions of employment put forth by the Board of Trustees, including work schedules, breaks, and paid time off.

GENERAL

- A. Full-time positions have a work schedule of 38 hours a week for 52 weeks of the year. Part-time positions are all positions that have less than 38 hours of work per week for 52 weeks of the year. All positions are budgeted per the number of hours to be worked per week per year.
 - a. Full-time employees required to work on their regular day off shall be credited with plus time at the rate of time and one half after 40 hours. All staff members will be paid or receive plus time for a mandatory staff meeting that is scheduled beyond their regular work hours.
 - b. Employees will be paid time and one half their hourly rate of pay or credited with plus time at the rate of time and one half after 40 hours of work. Plus-time is to be used within the pay period if it can be arranged without affecting library service.
 - c. The work week for all employees includes evenings, Saturdays and Sundays. Employees are required to work any of these days and times to meet the service needs of the Library.
- B. All new employees will serve an initial probationary period of 90 days. Probationary periods can be extended for an additional 30 days, with a total period not exceeding 120 days. If the employee's performance is not satisfactory during the probationary period, the supervisor may recommend termination.
 - a. If still employed at the end of the probationary period, the employee will be evaluated in writing by the supervisor using the evaluation form. The supervisor will recommend if the employee will continue in the same position, if a change in position is needed, or if a change in duties is needed. Steps needed to improve job performance will be noted. If an employee is recommended for continued employment, this recommendation is not a guarantee of employment for a definite period of time.
 - b. Staff benefits are noted in BP 4114. Paid Time Off (PTO) hours will not accrue during the probationary period. PTO hours may not be used until the employee passed their probationary period. In special circumstances, the Director may grant permission to use PTO hours prior to completion of the probationary period. Hospital, medical and life insurance will be available for those eligible during the initial probationary period upon completion of the enrollment forms.
 - c. Performance will be evaluated again on the employee's anniversary date for all employees or, when requested by the supervisor, at any time during the year.
 - d. The official employment date shall be the effective date on the Personnel Report approved by the Board of Trustees. The effective date marks the beginning of the initial probationary period and will also be used in determining seniority. Seniority means an employee's length of continuous service with the Library since the last date of hire.

- e. The Library will follow the just cause standard of progressive and corrective action through established disciplinary procedures that are applied evenly. All problems should be resolved at the lowest possible level. Staff members covered by the Union contract may have a Union Steward present. Management may also have a second person present. Staff members will be made aware of the behavior expected by the Library, and that disciplinary action will be taken when the standards are violated. An employee will be encouraged to correct unacceptable behavior. The discipline taken will depend on the specific infraction, circumstances of the violation, and the service record of the employee. The reasons for termination by the Library may be, but are not limited to, unsatisfactory job performance, or refusal to carry out assigned duties. All new employees will be informed about this policy.
- C. New employees will be placed at the appropriate step on the approved salary schedule. The salary schedule is determined by the Board of Trustees. Placement will be based upon training and experience.
- D. When a holiday observed by the Library falls on a full time employee's regular day off, the employee will be granted 8 hours plus time. This time may be paid at the regular salary rate or taken off during the week in which the holiday occurs. The arrangement will be worked out with the supervisor.
- E. Supervisors may allow flexible scheduling as long as there is continuation and coverage of services at the work location, no additional expense will be incurred by the Library, and the work schedules of other staff members will not need to be changed to accommodate the request unless it is mutually agreed upon. Flexible scheduling is the adjustment of the work day when requested by a staff member, not affecting the total hours required to work during the week.
- F. Staff members are allowed one fifteen (15) minute rest period for every four (4) hours worked, or thirty (30) minutes for a full day. The rest period(s) may be added together for one break but may not be added to the meal period or arrival or departure time. Employees working less than four (4) consecutive hours are allowed one (1) ten (10) minute rest period for each three (3) hours worked. Staff members whose jobs require extended physical exertion or visual concentration for long periods, or job-related stress may take reasonable additional intermittent breaks.
- G. Staff members are allowed an unpaid meal period of 30 minutes each shift unless another arrangement is mutually agreed upon between the employee and the supervisor. If the meal period is on the employee's time, she is entitled to leave the building. When a staff member cannot leave the building because of coverage needs, the meal period will be paid.

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BP 4111.1 DISCIPLINE

The Library agrees with the tenets of progressive and corrective discipline to improve employee behavior and/or performance and to discipline employees. Maintenance of discipline is the sole and exclusive responsibility of the Library. Employees shall be disciplined or discharged only for just cause and in a timely manner.

The purpose is to establish a safe and pleasant workplace, protect the well-being and rights of all employees, focus on the future, and make a commitment to reach appropriate behavior. Progressive and corrective discipline may be oral warning, written warning, probation, transfer, suspension (with or without pay), or termination.

Library employees are prohibited from carrying firearms on their person while the employee is on duty. Employees may store such firearms out of sight (in glove box, trunk, etc.) in their locked automobile while the employee is on duty.

In certain situations, the Director may recommend to the Board of Trustees the termination of an employee. If the offense is not sufficiently grave to merit termination, the Director may impose disciplinary action and/or reinstate the probationary period up to six months.

An employee recommended for termination has the right to a hearing before the Board. An appeal must be made in writing prior to the date of the regular Board meeting. Relevant documentation, witnesses, and supporting material should be presented at this time. The Board will at this time concur or revise the recommendation of the Director.

In extraordinary circumstances the Director may immediately suspend an employee until the Board can take final action.

The Library has established the following examples of offenses that warrant reprimand or discipline, which include but are not limited to:

1. Harassing or intimidating staff members or job applicants.
2. Commission of a felony.
3. Reporting to work under the influence of alcohol or illegal drugs.
4. Unlawful manufacture, distribution, dispensing, possession, or use of alcohol or illegal drugs in the Library.
5. Commission of a lewd or immoral act, or an act of physical violence on another staff member or patron.
6. Theft.
7. Actions, which would cause the Library to lose revenue.
8. Unexcused absences or tardiness.
9. Deficiency or neglect of assigned duties.

10. Leaving workstation without obtaining supervisor's approval.

BP 4111.1 DISCIPLINE (continued)

11. Failure to report to work within the prescribed time limits following a leave of absence for extended illness, injury or personal reasons.
12. Failure to lock up a firearm or other weapon in the workplace. If violated, will be subject to disciplinary meeting.
13. Intentional failure to follow the Universal Precautions Policy in handling blood or body fluids, as stipulated in the instructions issued with the Bodily Fluid Disposal Kit.
14. Failure to notify the Library of a criminal drug statute conviction for a violation occurring in the workplace no later than five days after the conviction.
15. Failure to follow the policy on prohibited areas for smoking.
16. Failure to maintain appropriate personal appearance as stated in AR 1007 Staff Personal Appearance and Professional Presentation for assigned work.

See Also

AR 1007 Staff Personal Appearance and Professional Presentation

Policy adopted February 27, 1986

Policy revised January 26, 1995

Policy reviewed February 18, 2009

Policy revised July 20, 2022

Policy revised October 19, 2022

10. Leaving workstation without obtaining supervisor's approval.

BP 4111.1 DISCIPLINE (continued)

11. Failure to report to work within the prescribed time limits following a leave of absence for extended illness, injury or personal reasons.
12. Failure to lock up a firearm or other weapon in the workplace. If violated, will be subject to disciplinary meeting.
13. Intentional failure to follow the Universal Precautions Policy in handling blood or body fluids, as stipulated in the instructions issued with the Bodily Fluid Disposal Kit.
14. Failure to notify the Library of a criminal drug statute conviction for a violation occurring in the workplace no later than five days after the conviction.
15. Failure to follow the policy on prohibited areas for smoking.
16. Failure to maintain appropriate personal appearance as stated in AR 1007 Staff Personal Appearance and Professional Presentation for assigned work.

See Also

AR 1007 Staff Personal Appearance and Professional Presentation

Policy adopted February 27, 1986

Policy revised January 26, 1995

Policy reviewed February 18, 2009

Policy revised July 20, 2022

Policy revised October 19, 2022

BP 4112 PANDEMIC POLICY

Should a pandemic affect our community, the library will comply with requests from the Lake County Health Department, other government agencies, or practices recommended by the Center for Disease Control and Prevention (CDC) to assist in checking the spread of the disease. This may involve closing some or all library facilities for the duration of the crisis or institute specific parameters. Staff illness may also force closing of some or all facilities for a period of time. Measures, procedures or steps taken during a pandemic event will be unique to the situation at hand. The library will adhere to any Executive Order at the local, county, state, or federal levels.

THE PUBLIC

In the event the library is closed as part of a quarantine implementation:

- All events scheduled to take place in library facilities will be cancelled
- Every attempt will be made to maintain electronic resources and services to provide information and recreation for the public
- Library facilities will be made available to public health officials to be used as staging, screening, or treatment sites, or for other purposes to help protect the safety and welfare of the public
- Overdue fees for borrowed library materials will be waived for the duration of the closing

If the library remains open during a pandemic, or re-opens after a pandemic closure, the Library Board of Trustees will issue parameters for facility availability, library services, and staff and patron conduct. In the uncertain climate of a pandemic, the Board can approve movement between levels of implementation based on the state of the pandemic locally, statewide, or nationally. The following may apply based on location or situation:

- Patrons entering library facilities must comply with any safety precautions which will be posted at facility entrances, including but not limited to: patrons must wear protective masks when in the building, or patrons must social distance at six feet intervals
- Normal hours of operations may be adjusted
- Patron capacity limits may be applied to facilities, floors, departments, or rooms
- Movement and/or access to some portions of the library may be temporarily limited, adjusted or restricted
- Public computer use/access may be temporarily limited, adjusted or restricted
- Physical material accessibility may be temporarily limited, adjusted or restricted
- Guidelines for materials checkout may be temporarily altered

THE STAFF

In the event the library is closed as part of a quarantine implementation:

- Most staff will be instructed to stay home for the duration of the quarantine period
- Management staff will work, if they are needed, during a pandemic when the library system is closed

- Some staff members may be required to report to library facilities for various reasons. Examples would include maintenance staff needed to protect the property, IT staff needed to keep essential computer systems operating, management staff needed to direct operations, finance staff needed to process payrolls, etc. Other staff members may be requested to work as needed.
- Staff will be provided with Personal Protective Equipment (PPE) and trained for proper use.
- Employees not currently on a lay-off status will continue to be paid at their normal weekly rates and receive their applicable insurance benefits

If the library remains open during a pandemic, or re-opens following a pandemic closure the Library Board of Trustees will issue parameters for facility availability, library services, and staff and patron conduct. In the uncertain climate of a pandemic, the Board can approve movement between levels of implementation based on the state of the pandemic locally, statewide, or nationally:

- Staff members will be expected to report for work as instructed
- Staff will not be allowed to use PTO hours simply because they are worried or concerned about leaving their homes
- Staff will be required to wear masks or other specified protective gear while inside the library if plan indicates
- Staff will be required to social distance if plan indicates

However, some staff members may find it necessary to stay home, in these instances, documentation must be provided:

- Because they are ill
- Are needed to care for dependents
- Are quarantined because of illness in the household

In such cases, individuals will be required to use PTO hours or unpaid personal leave.

Staff who are ill and report to work may be sent home and required to use PTO hours or unpaid personal leave.

See Also:

AR 9150 PANDEMIC EVENTS

AR 9501 PATRON VIOLATION PROCEDURES

BP 8030 PATRON BEHAVIOR POLICY

BP 4113 LEAVE FOR PERSONAL ILLNESS OR INJURY

PURPOSE

The purpose of this BP is to outline the guidelines for employees' use of leaves of absence due to personal illness or injury.

GENERAL

Administrative Services will provide each employee a written statement annually in January showing the total number of Paid Time Off (PTO) hours accumulated by the employee. A copy of this statement will be filed in the employee's personnel folder.

During the leave for illness or injury, the health insurance will be paid by the Hammond Public Library for the first twelve (12) weeks at the same amount that was paid for the employee prior to the leave.

The employee shall notify the Director in writing of the intent to take leave except in case of emergency and may be asked by the Director for a doctor's statement establishing the need for such a leave.

The Illness or Injury Leave may be granted for a period of up to one (1) year without pay or increment.

The employee will use PTO hours before taking an unpaid leave of absence unless the employee elects not to use PTO hours.

All requests for leave accumulated PTO hours shall be made in writing to the Director in time for consideration by the Board of Trustees at a regular meeting. The Director shall submit a recommendation to the Board of Trustees.

All benefits to which the employee was entitled at the time the leave of absence commenced, including PTO hours accrual, will be restored upon return to work. A doctor's return to work statement must be submitted to the Director.

An employee who returns to work at the conclusion of an approved leave of absence will be restored to her former position or to a comparable position at the same rate of pay unless it is mutually agreed that changed circumstances make such a return impossible. Such an employee will retain credit for prior accrued retirement benefits and accumulated seniority.

See also:

Union Contract, Article XV Leaves

AR 1217 LEAVE FOR PERSONAL ILLNESS OR INJURY

AR 1240 UNPAID ABSENCES

BP 4113.1 Family Leave Policy

PURPOSE

The purpose of this BP is to outline the guidelines for employees' use of Family Leave following federal and state statutes.

FEDERAL COMPLIANCE

This policy shall comply with the Family and Medical Leave Act of 1993, as codified at 29 U.S.C. § 2601 et seq., and its implementing regulations at 29 CFR § 825.100 et seq.. The FMLA was enacted to balance the demands of the workplace with the needs of families, promote the stability and economic security of families, and support national interests in preserving family integrity.

STATE COMPLIANCE

This policy shall comply with Indiana Code Title 22, Article 2, Chapter 13 (IC 22-2-13), the Military Family Leave Act. This chapter applies to employers that employ at least fifty (50) employees for each working day during each of at least twenty (20) consecutive calendar work weeks.

GENERAL PROVISIONS

Federal FMLA Leave

Eligible employees may take up to 12 weeks of unpaid, job-protected leave during any 12 months for severe health conditions, bonding with a new child, or preparation for a family member's military service. More leave is available for employees who need to care for a family member who has been seriously injured on active military duty, with up to 26 weeks of leave available in a single 12-month period for military caregiver leave.

FMLA Eligibility Requirements: Employees must have been employed by the employer for at least 12 months and have worked at least 1,250 hours of service during the previous 12-month period. The employer must have 50 or more employees within a 75-mile radius for at least 20 workweeks in the current or prior year.

Indiana Military Family Leave

Eligible employees may take up to 10 working days of unpaid leave per calendar year under IC 22-2-13 for military family leave purposes. Employees must have worked 1,500 hours within the 12 months preceding the leave and have at least 12 months of service. The employee must be the spouse, parent, child, sibling, or grandparent of a service member who has been called to active duty.

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Indiana Military Leave Periods: Leave may be taken during the 30 days before the active duty orders are in effect for their military family member, while the family member is on leave from active duty, or within 30 days after the date on which the family member's active duty orders terminate.

NOTICE REQUIREMENTS

Federal FMLA Notice

When FMLA leave is foreseeable, the employee shall notify the Director in writing at least thirty (30) days before the start date of the leave is scheduled to begin. If 30 days' notice is not practicable, such as due to a lack of knowledge of when leave will be required to begin, a change in circumstances, or a medical emergency, notice must be given as soon as practicable.

Indiana Military Family Leave Notice

For Indiana Military Family Leave, the employee shall provide written notice, including a copy of active duty orders if available, at least thirty (30) days before the intended leave date, unless the active duty orders are issued less than thirty (30) days before the requested leave date. An employer may require proof from a proper military authority to verify the need for leave.

DURATION AND BENEFITS

Federal FMLA Benefits

Federal FMLA leave may be granted for a period of up to 12 weeks (or 26 weeks for military caregiver leave) without pay, with job protection and continuation of health benefits. FMLA leave is unpaid, but employees may be allowed or required to use their accrued paid leave during their FMLA leave.

Indiana Military Family Leave Benefits

Indiana Military Family Leave may be granted for up to 10 working days per calendar year without pay. Leave is generally unpaid, but employers can require employees to use any accrued, unused vacation leave, personal leave, or other paid leave (except for sick or medical leave).

The employee may elect to use accumulated leave days, earned vacation days, or PTO hours instead of taking unpaid family leave, subject to the limitations specified in applicable statutes.

RESTORATION OF BENEFITS

All benefits to which the employee was entitled at the time the leave of absence commenced, including unused sick leave, vacation time, and the accrual of PTO hours, will be restored upon return to work in accordance with federal and state requirements. Under the federal FMLA, employees are entitled to be reinstated to the same or an equivalent position with the same employment benefits, pay, and other terms and conditions of employment. Under Indiana Military Family Leave, employees must be restored to the same position they held before the leave or an equivalent position, with equivalent seniority, pay, benefits, and other terms and conditions of employment.

PROTECTION FROM RETALIATION

The FMLA prohibits interference with an employee's rights under the law. An employer is prohibited from interfering with, restraining, or denying the exercise of any rights provided by the Act and from discharging or discriminating against any person for opposing or complaining about any unlawful practice under the Act. Similarly, under Indiana law, an employer shall not interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right provided under the Military Family Leave Act.

BOARD APPROVAL

All requests for leave beyond current and accumulated sick leave and earned vacation PTO hours must be made in writing to the Director in time for consideration by the Board of Trustees at a regular meeting. The Director shall submit a recommendation to the Board of Trustees.

REFERENCES

Family and Medical Leave Act of 1993, 29 U.S.C. § 2601 et seq.

FMLA Regulations, 29 CFR § 825.100 et seq.

Indiana Military Family Leave Act, IC 22-2-13

Union Contract, Article XV Leaves

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BP 4113.2 EMPLOYEE ASSISTANCE

Staff members may be faced with personal problems ranging from family and relationship difficulties to financial, legal and health concerns.

Staff members who wish to address any of these concerns are encouraged to consult the file of information on human service agencies, available in Circulation Services and Information Services, or contact the Union Counselors or the Director who can provide referral assistance. The Counselors and the Director will provide a list of referrals, on a confidential basis, which can help with the problem.

The decision to seek or accept the assistance is the personal choice of the staff member.

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BP-4115 ABSENCE FOR PROFESSIONAL MEETINGS AND CONFERENCES

Professional leave days with or without pay may be granted upon recommendation of the Director and approval by the Board for the purpose of attending or participating in professional meetings, library workshops, seminars or conferences.

As far as possible, the privilege of attendance at such meetings should be rotated among members. Active participation in programs or committee work shall determine professional leave priority.

Staff members requesting professional leave days shall make their request in writing to the Director well in advance of conference.

The Director shall approve professional leave requests and the Board of Trustees shall authorize such professional leave and may authorize payment of conference expense, dependent upon availability of funds.

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BP 4115.1

REQUEST FOR APPROVAL OF PROFESSIONAL LEAVE

A signed completed form must be submitted to the Director in time for approval by the Library Board at a regular meeting.

(Name of Conference, Workshop or Convention)

(Are you a member?)

(Give Dates)

(Place Where Held)

Is a substitute needed? _____

For how many days? _____

Attach another sheet outlining purpose and value of attending the meeting for you and HPL.

REQUEST FOR REIMBURSEMENT OF EXPENSES

(Note: Auto and ground travel and lodging are to be shared with other staff or staff from other libraries whenever possible.)

Amount Requested
(Filled in by
Staff member)

Amount Authorized
(Filled in by
Director)

Amount Claimed
(Filled in by
Financial Specialist)

Auto @ current federal rate

\$ _____

\$ _____

\$ _____

Tolls and Parking

Plane Fare (coach)

Lodging: \$200.00 Daily Maximum
(unless otherwise authorized)

Meals: \$45.00 Daily Maximum (unless
otherwise authorized)

Registration (Indicate if meals are
included.)

Ground Travel (taxi, bus, train)

Other: (Identify)

TOTAL:

\$ _____

\$ _____

\$ _____

Signed

Date

RECOMMENDATION OF SUPERVISOR:

Yes

No

Signature of Supervisor

Date

RECOMMENDATION OF DIRECTOR:

Recommended

Not Recommended

Date

Signature of Director

1. A signed, complete form must be submitted to the Director in time for approval by the Library Board at a regular meeting.
2. Use another sheet if there is not enough room to properly state the purpose of the leave.
3. Estimate the mileage and do the math and put a figure in if going by auto.
4. Do the research and suggest a figure if traveling by airplane.
5. Use the conference brochure for costs of lodging.
6. Attach a copy of the conference/meeting brochure to the form.
7. For national conferences the meal and lodging allowance may be authorized upward by the library board.

(For Office Use Only)

Confirmations Completed by Financial Specialist

- ☐ Staff member notified of approval/disapproval of request.
- ☐ Conference reservation made.
- ☐ Housing reservation made at _____
Dates _____
- ☐ Travel reservation made on _____
Dates _____
- ☐ Copy of this form returned to staff member.
- ☐ All necessary receipts received and attached to this form.
- ☐ Mileage claim attached.
- ☐ Ready for submitting for payment.
\$ _____ Account #
\$ _____ Account #
\$ _____ Account #

4/27/04

BP 4116 ABSENCE FOR BEREAVEMENT

In case of a death in the family, employees may be absent with pay not to exceed 38 consecutive working hours for full-time staff and a pro-rated amount based on regularly weekly scheduled hours for part-time staff.

See Also:

Union Contract, Section 15.2 Bereavement

AR 1210 ABSENCE BECAUSE OF BEREAVEMENT

BP 4116.1 ABSENCE FOR FUNERAL HOME VISITATION AND SERVICES

When work schedules permit, and proper job coverage is available, time may be allowed during a scheduled work day to visit a funeral home or attend a service for a current or former staff member, Board member, or close relative of a staff or Board member.

See Also:

AR 1211 ABSENCE FOR FUNERAL HOME VISITATION AND SERVICES

BP 4117 ABSENCE FOR JURY DUTY

All employees called for jury duty are excused from work without any deduction from salary, sick leave or vacation allowance.

See Also:

Union Contract, Section 15.3 Jury Duty

AR 1213 ABSENCE FOR JURY DUTY

BP 4117.1 ABSENCE FOR VOTING

Employees are generally not granted time off work to vote. Federal law and Indiana law do not require employers to do so. Library work schedules allow time to vote between the time of opening and closing the polls.

See Also:

AR 1220 ABSENCE FOR VOTING

BP 4118 ABSENCE FOR MILITARY SERVICE

Annual service in the Reserves of the U.S. Armed Forces or National Guard by an employee is allowed without any deduction from his or her sick leave or vacation allowance. The Library will pay the difference between the employee's salary and his or her remuneration as a Reservist or member of the National Guard, provided the salary is greater.

See Also:

Union Contract, Section 15.5 Military Leave

AR 1214 ABSENCE BECAUSE OF MILITARY SERVICE

BP 4119 LEAVE OF ABSENCE WITHOUT PAY

Upon written request, a staff member may be granted a leave of absence without pay. All requests shall be made in writing and submitted to the Executive Director for consideration.

See Also:

Union Contract, Article XV Leaves

AR 1200 PAID TIME OFF

AR 1201 PAID TIME OFF DEPLETION NOTIFICATION

AR 1216.1 REDUCTION OF PAID TIME OFF FOR UNPAID LEAVES OF ABSENCE

AR 1217 LEAVE FOR PERSONAL ILLNESS OR INJURY

AR 1240 UNPAID ABSENCES

BP 4119.1 UNAUTHORIZED LEAVE OF ABSENCE

Any staff member who fails to report, or does not notify the appropriate supervisor of the inability to report to work for three (3) scheduled work days during a 12-month period will be sent a letter by the Executive Director advising the individual of terminated employment.

Extenuating circumstances will be taken into consideration by the Director.

See Also:

Union Contract, Article XV Leaves

AR 1013.1 UNAUTHORIZED ABSENCE

AR 1216.1 REDUCTION OF PAID TIME OFF FOR UNPAID LEAVES OF ABSENCE

AR 1217 LEAVE FOR PERSONAL ILLNESS OR INJURY

AR 1240 UNPAID ABSENCES

BP 4111.1 DISCIPLINE

HAMMOND PUBLIC LIBRARY
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BP 4120 OUTSIDE EXPERIENCE FOR SALARY PURPOSES

Full time library experience by a librarian eligible for an Indiana Public Library Certificate, Grade IV or higher, previous to present employment, may be credited for salary purposes, not to exceed a maximum of three years.

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BP 4121

RETIREMENT UNDER THE PROVISIONS OF THE PUBLIC EMPLOYEES RETIREMENT
FUND OF INDIANA AND THE FEDERAL INSURANCE CONTRIBUTION ACT

Membership in the Public Employee's Retirement Fund of Indiana is a condition of employment for all full-time salaried employees.

Public Employees' Retirement Fund eligibility of an employee shall be determined as instituted by the rules and regulations of the Public Employees' Retirement Fund of the State of Indiana.

Adjustments in percent (%) amounts and maximum payments to the Public Employees' Retirement Fund by each eligible employee and the Hammond Public Library shall be made as instituted and required by the Public Employees' Retirement Fund of the State of Indiana.

Normal retirement is permitted at age 65 with at least ten years of creditable service. Early retirement is permitted at or after age 50 with at least 15 years of creditable service.

Benefits include monthly payments after retirement, payments to dependent survivors, and disability insurance.

Compulsory participation in the Federal Insurance Contribution Act (Social Security) by all employees of the Hammond Public Library.

Deductions from employee's earnings shall be paid into the Federal Insurance Contributions Act as instituted and required under Federal Law.

The Hammond Public Library's contribution in behalf of each employee to the Federal Insurance Contribution Act shall be equal to each employee's contribution as instituted and required under Federal Law.

Full time employees are members of the Public Employees' Retirement Fund of Indiana and are covered by Social Security provisions. Retirement of the employee is subject to the State and Federal rules and Federal regulations.

Policy adopted February 25, 1977

Policy revised March 22, 1979

Policy revised May 28, 1987

Policy revised December 18, 2007

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BP 4122 HOLIDAYS

1. All non-probationary employees who are not on layoff status, are paid for ten holidays or have the option to take the time off provided the employee works the last scheduled day prior to the holiday and the first scheduled day after the holiday, unless absence on either or both of these work days is for good cause and not personal convenience. The arrangement will be worked out with the supervisor.
2. All Library locations are closed New Year's Day, Dr. Martin Luther King, Jr., Birthday, President's Day, Memorial Day, Juneteenth, July 4th, Labor Day, Thanksgiving Day, day after Thanksgiving, December 24th, and Christmas Day.
3. All non-probationary employees who are not on layoff status, will be granted a floating holiday with pay on their birthday or within thirty (30) days of the birthday with the approval of the supervisor.
4. At Christmas time the library will be closed as follows:

<u>If Christmas falls on:</u>	<u>The Library will close:</u>
Sunday	Saturday, Sunday, Monday
Monday	Saturday, Sunday, Monday
Tuesday	Sunday, Monday, Tuesday
Wednesday	Tuesday, Wednesday
Thursday	Wednesday, Thursday
Friday	Thursday, Friday
Saturday	Friday, Saturday, Sunday
5. The Main Library is not open on the Sunday designated as Easter. This is not a paid holiday. Bargaining unit members are not required to work on Mother=s Day.
6. All Library locations close at 5:00 p.m. on July 3rd, day before Thanksgiving, and New Year's Eve. Employees affected by the early closing shall be offered the opportunity to make up the lost hours within the same pay period or use earned time hours.
7. For full-time staff, a holiday week will be 30 hours of work time and the holiday will be counted as 8 hours. If two holidays fall in 1 week, the work week will be 22 hours. In the event a holiday falls on the scheduled day off of a full-time employee, an additional eight hours off will be granted during the same pay period.

BP 4122 HOLIDAYS (continued)

8. If a holiday falls on a part-time staff member=s day off, the employee will be given either time off or pay for the total number of hours regularly scheduled in a pay period divided by ten. If a holiday falls on a day the part-time staff member is scheduled to work, the employee will be credited the regularly-scheduled hours.
9. If a birthday holiday falls on an unscheduled day for part-time staff, another mutually agreed upon day will be chosen. The part-time staff member will be paid a prorated amount using the formula found in section 14.7 of the Union contract. If the pro rated amount is less then their regular scheduled hours for that day the employee may add ET hours to get their full scheduled hours. If the part-time employee is in their first year of service they may make up the time during that pay period.
10. An employee may be granted time off for the observance of a religious holiday, provided the time off is made up within the same pay period. The employee also has the option of using Current Time for the time off.

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BP 4123 INSURANCE - HEALTH, LIFE, DISABILITY, DENTAL AND VISION

A group health, life, and long term disability insurance plan is available for employees regularly scheduled to work at least 30 hours per week. A group dental insurance plan is available for employees regularly scheduled to work at least 20 hours per week. A group vision insurance plan is available for all employees.

BP 4124 INSURANCE - WORKMEN'S COMPENSATION

Workmen's Compensation Insurance shall be provided to all employees as required by law.

Policy adopted February 25, 1977
Policies revised November 27, 1979
Policy #4123 revised May 24, 1984
Policy #4123 revised June 24, 1986
Policy #4123 revised May 28, 1996
Policy #4123 revised December 27, 2005
Corresponding Administrative Regulation - AR 1404

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-4125 GRIEVANCE

Grievances are defined as disputes arising between the Library and an employee. Most employees are covered by the Union Contract and the Grievance Procedure spelled out in Article VII. Employees who are not a part of the bargaining unit (Division Heads, Branch Librarians, Administrative Assistant, Maintenance Services Manager, Grade 1 Pages) may follow a similar procedure, except in some cases, a complaint against the supervisor may be a complaint against the Director, eliminating a step in the process. Exempt employees are not represented by the Union.

A grievance may also arise between the Library and the Union which concerns the interpretation, application or claim of breach or violation of the Union Contract, or Board Policy applicable to bargaining unit employees.

The grievance procedure usually consists of four steps: Discussion between the employee and the supervisor; Appeal to the Director; Referral to the Library Board of Trustees; and Arbitration.

Policy adopted June 23, 1988, Policy revised 10/27/09

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 4126 TAX DEFERRED ANNUITY PROGRAM

A tax deferred annuity program will be made available to all staff members.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 4127 MILEAGE

Employees and volunteers will be paid the Board-established mileage rate for using their personal car for Library business.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-4128 UNIVERSAL PRECAUTIONS POLICY

The Library will provide information on universal precautions to staff members whose job duties may require contact with blood or body fluids. Staff members are directed to follow the guidelines set forth by the Indiana State Board of Health and provided by the Library.

BP-4129 DRUG-FREE WORKPLACE POLICY

The Library will provide a drug-free workplace:

1. The unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the Library or on Library property.
2. The use or possession of drugs or other illegal substances is cause for involuntary termination. (BP-4111.1)
3. The Library has books and other information resources on the dangers of drug abuse in the workplace and information on drug counseling, rehabilitation, and employee assistance programs that are available.
4. Employees will notify the Library of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.

BP 4130 FORMAL EDUCATION REQUIREMENTS

Employees hired in positions that require a stipulated education or certification, shall take the required classes or undergo the necessary examinations to meet the position requirements. The Library will not pay for the courses or give time off, but will adjust the schedule to allow attendance at classes.

At the end of three years, if the courses have not been completed, the employee would be terminated. The Library will consider extenuating circumstances affecting completion of the classes.

See Also:

Union Contract, Article V, Section 5.3 Employees Not Meeting Requirements for Positions

AR 1000 SELECTION OF PERSONNEL

AR 1004 CERTIFICATION

BP 4000 EQUAL OPPORTUNITY EMPLOYMENT OPPORTUNITY

BP 4100 POSITION CLASSIFICATIONS AND MINIMUM QUALIFICATIONS

BP 4111 CONDITIONS OF EMPLOYMENT

BP 4135 CERTIFICATION POLICY

BP 4131 RECOGNITION OF OUTSTANDING SERVICE

PURPOSE

The purpose of this Board Policy is to outline the purpose of recognizing outstanding service.

CERTIFICATE OF APPRECIATION

The Board of Library Trustees may present a Certificate of Appreciation to individuals who have given exemplary service to Hammond Public Library and the citizens of Hammond. This certificate is the highest honor the Board of Library Trustees can bestow upon an individual.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-4132 TRANSFERS WITHIN THE SAME RATE GROUP

Transfers of personnel from one position to another within the same salary rate group may be made by the Director.

A. Voluntary Transfers

An employee who wishes to transfer to another position in the same salary rate group shall file a written statement of such interest with the Director. Such transfers will be made at the discretion of the Director when such action seems in accordance with the needs of the Library and the welfare of the employee.

B. Involuntary Transfers

When involuntary transfers are deemed necessary, such transfers will be discussed in advance with each employee concerned in order to explain the reasons for the action and to give consideration to the employee's wishes to the extent that circumstances permit.

BP 4133 TRANSFERS FROM A FULL-TIME TO A PART-TIME POSITION

PURPOSE

The purpose of this Board Policy is to explain the need for and protocol for a transfer from a full-time position to a part-time position.

GENERAL

If for reasons of ill health, too many leaves of absence, or non-job-related responsibilities, an employee is unable to meet the work schedule or sustain the workload required in a full-time position, the employee may be transferred to a part-time position; salary to be adjusted as required. The part-time position must already exist at the time of the transfer. The employee must be able to perform all duties listed in the part-time position's job description.

A written and documented statement of the transfer must be signed by the employee after a discussion to explain the reasons for the action and to consider the employee's wishes if circumstances permit.

See Also:

AR 1006 TRANSFER

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 4134 JOB ANNOUNCEMENTS

Job announcements for all paid positions in the Library, including positions funded through outside grants and gifts, will be posted.

If the position cannot be filled from within the staff, or by persons currently working in the Library, outside applicants will be sought through widely-distributed announcements.

When transfers are necessary for budgetary or other reasons, and it is not feasible to post the open position, a notice will be distributed to the staff explaining why the position will not be posted.

BP 4135 CERTIFICATION POLICY

It is the policy of the Library to meet the standards set by the Indiana State Library for certification levels for professional staff members.

It is the responsibility of each of these staff members to maintain the certification level appropriate to the position he/she fills and to pursue the Library Education Units (LEUs) required by the Indiana State Library as of July 1, 2008 for recertification for the professional position he/she holds.

If the staff member is unable to maintain the certification level required by the State Library for the position he/she holds, the Library may demote or dismiss the individual from the position he/she holds.

See Also:

Union Contract, Article V, Section 5.3 Employees Not Meeting Requirements for Positions

AR 1000 SELECTION OF PERSONNEL

AR 1004 CERTIFICATION

BP 4000 EQUAL OPPORTUNITY EMPLOYMENT OPPORTUNITY

BP 4100 POSITION CLASSIFICATIONS AND MINIMUM QUALIFICATIONS

BP 4111 CONDITIONS OF EMPLOYMENT

BP 4130 FORMAL EDUCATION REQUIREMENTS

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-4140 PERFORMANCE RATING FOR SALARY PURPOSES

After completion of at least one year of employment, full time employees shall be eligible for consideration annually for salary increases based on job performance ratings carried out in accordance with procedures stated in the Personnel Manual.

BP 4150 PROMOTION

PURPOSE

The purpose of the Board Policy is to set the criteria for promoting a library employee.

PROMOTION

To be eligible for promotion, an employee must meet the minimum qualifications set for the position. Upon promotion, the employee will receive at least the minimum salary stated for the position in the current, negotiated Salary Schedule.

SEE ALSO:

Union Contract, Article XXIX, Wages

BP 4101 Salary Schedule

AR 1005 Promotion

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-4160 EMERGENCY LIBRARY CLOSING

The Director will establish procedures for the emergency closing of a building or the Library system because of weather, comfort, safety, or other emergency condition.

In case of closure, the Director must have approval of two Board Members prior to closing. In the event of an emergency, the Director should resolve the matter and notify the Board President and/or Vice President of procedures and precautions taken.

Policy adopted February 25, 1977
Policy revised April 26, 1990
Policy revised December 21, 2022

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 4170 LIBRARY VOLUNTEERS

The Library recognizes the important roles volunteers play in the operation of the Library and in special services that are beyond the system's financial ability to provide.

Volunteers will not be used to displace current employees or fill open positions. They may be used to supplement work performed by regular Library employees, perform specific tasks which are limited in scope and perform any other function or duty not identified in the above, so long as the use of such personnel has been approved in the Labor-Management Committee. There should be a clear and broad distinction between the work done by employees and volunteers.

The assistance of volunteers is entirely at their own choosing and is not an assurance of a future paid position in the Library. Volunteers do not receive benefits or privileges of paid employees. The Library has the right to refuse the offer of volunteers to assist and to dismiss individuals who cannot provide the assistance needed.

Library employees may volunteer to work in the Library but not at their regular work location.

All volunteers including College Bound students are required to obtain an annual background check for every year volunteered with the library.

BP 5301 - Hammond Public Library Bill of Rights

Purpose

The purpose of the administrative *Board* policy is to cultivate organizational efficiency with procedures that ensure effectiveness. For efficiency, the *Library* is responsible for developing consistent guidelines for adequate service operations.

Guidelines that Involve the Hammond Public Library Bill of Rights and Its Service Operations

In collaboration with the American Library Association (ALA), the *Library* advocates and endorses ALA's Library Bill of Rights and its subsequent revisions and interpretations. The *Library* also encourages research and study by maintaining a public service environment that is conducive to lifelong learning, reading and literature.

The following guidelines have been established to affirm that the *Library* seeks to serve as a community forum for information and ideas, and that the following affirmations guide its service operations:

- 1) Books and other material shall provide for community enlightenment, information and interest;
- 2) Material shall not be excluded due to the origin, background or view of those contributing to its creation;
- 3) The *Library* shall provide material and information presenting different views on current and historical issues;
- 4) Material shall not be proscribed or removed due to partisan or doctrinal disapproval;
- 5) The *Library* shall censorship in the fulfillment of its responsibility to provide information and enlightenment;
- 6) The *Library* shall cooperate with persons, groups and organizations concerned with resisting abridgment of free expression and free access to ideas;
- 7) An individual shall not be denied or abridged the right to use the *Library* due to origin, age, background or view;
- 8) The *Library* shall allow the community to use available exhibit display space and meeting rooms;
- 9) The *Library* shall allow accessibility per availability on an equitable basis, regardless of belief and / or affiliation of an individual, group or organization; and
- 10) Although the *Library* Bill of Rights are unambiguous statements of basic principles, they shall be governed in accordance with service operations

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 5306 Collection Development Policy

Mission Statement

Mission

Hammond Public Library will encourage lifelong learning by anticipating needs and exceeding expectations in delivering service to the community.

Vision

Connecting people, information and ideas.

Intellectual Freedom

Library Bill of Rights

The Hammond Public Library and its Board of Trustees endorse the Library Bill of Rights, adopted by the Council of the American Library Association on June 19, 1939, with subsequent amendments and interpretations included in the latest edition of the *Intellectual Freedom Manual*, published by the American Library Association. For more information, see Appendix A.

Freedom to Read

The Hammond Public Library and its Board of Trustees endorse the Freedom to Read Statement, adopted by the Council of the American Library Association on June 25, 1953, with subsequent revisions included in the latest edition of the *Intellectual Freedom Manual*, published by the American Library Association. For more information, see Appendix B.

Freedom to View

The Hammond Public Library Board and its Board of Trustees endorse the Freedom to View Statement was originally drafted by the Freedom to View Committee of the American Film and Video Association (formerly the Educational Film Library Association) and was adopted by the AFVA Board of Directors in February 1979. This statement was updated and approved by the AFVA Board of Directors in 1989, and endorsed January 10, 1990, by the American Library Association Council. For more information, see Appendix C.

Collection Development and Management

The Hammond Public Library selects, acquires, and provides free and open access to appropriate materials regardless of format. As technology advances and the Hammond community changes and develops, the Library will be both a physical resource and a "virtual" presence in the lives of everyone in our community.

While this policy is established as a guide for the Library's collection development principles, the actual implementation process is continual. Available information and statistics will be regularly reviewed, strategies will be planned, and actions will be executed in order to maintain the collection at the highest possible standards.

Philosophy and Scope of Collection

Knowledge of our community is essential in making decisions about the Library's collection. Our collection reflects the large, diverse and dynamic community we serve.

The Hammond Public Library defines its primary service audience as residents of Hammond, Indiana. As a secondary audience, we serve all residents of the state of Indiana who are eligible for a library card from the Library, and residents who are eligible for service through reciprocal borrowing agreements. In addition, we serve users from around the world who access our resources via the internet.

The Library collects materials, in a variety of formats, which support its function as a major information source for the demanding needs of our community. The collection also serves the popular and recreational needs of the general public, and reflects the racial, ethnic and cultural diversity of the community.

Customer use is the most powerful influence on the Library's collection. Circulation, customer requests and holds levels are all closely monitored, triggering the purchase of new items and additional copies of high demand items. In addition to user demand, selections are made to provide depth and diversity of viewpoints to the existing collection and to build a high-quality collection.

Inherent in the collection development philosophy is an appreciation for each customer of the Hammond Public Library. The Library provides materials to support each individual's journey, and does not place a value on one customer's needs or preferences over another's. The Library upholds the right of the individual to access information, even though the content may be controversial, unorthodox or unacceptable to others.

The Library contains core fiction and nonfiction, and includes material on an enduring nature as well as current interest materials. The collection includes information in multiple formats and represents the diverse viewpoints and interests of the community. The reference collection contains current and historical non-circulating publications to support extensive and in-depth reference services for the general public, students, and businesspeople.

Selection Criteria

Materials are selected for the Library on the basis of estimated use either intensively for a short period of time, or occasionally over a period of years. The area served, interests of users, and the available space determine the maximum size of the collection. A continuous process of withdrawal ensures that the Library contains works that will be utilized.

In addition to providing current and accurate materials, the broad service and deeper collection responsibilities of the Hammond Public Library requires the retention of older titles. Youth Services will retain Newbery and Caldecott award winning titles and other works in children's literature which have become classics. Information Services will retain older repair manuals, back issues of periodicals and newspapers on microfilm, specialized reference sources, works by local authors or subjects that are locally relevant, and titles which have become standard works in their field.

Library Role

The Hammond Public Library serves the public by fulfilling specific roles for the community in its selection of materials:

1. Primary Role – Reference Library
Provide timely, accurate and useful information for residents, businesses and organizations.
2. Secondary Role – Education Support Center
Assist students of all ages study in meeting their educational objectives.
Assist adults in pursuing their avocational interests.
3. Popular Materials Library
Provide current, high-demand, high-interest materials in a variety of formats for all users.

Adequate Representation of Diverse Viewpoints and Collections

The means to study all sides of controversial issues including individual titles which express unorthodox, partisan and unpopular viewpoints will be provided. Selection goes beyond the demands of individuals or organizations already using the Library to appeal to other segments of the community. Equal access for all users is given, and no attempt is made to censor or label materials on political, religious, or moral grounds. The Hammond Public Library serves as a conduit of information for all of the members of our Community. We serve with pride to provide current, timely, and high-interest information to our constituents. Controversial materials are sometimes available in our collection. However, in compliance with the First Amendment Rights (Freedom of Speech), Intellectual Freedom Principles, and the Library Bill of Rights established by the American Library Association (ALA), in the case of minor children, our Board of Trustees allocates dissemination of information to a child to the right of the Guardian

or Parent. Additionally, because the Hammond Public Library does not censor materials it is the opinion of the Board of Trustees that it is the responsibility of each individual to evaluate the content of the materials selected.

Purchasing Materials

These basic principles will be considered in selecting materials for the collection:

- Level of materials funding
- Library's mission and service roles
- Positive reviews in reputable library periodicals
- Awards/merit based on industry standard
- Patron Requests
- Community needs, surveys and assessments
- Authority, accuracy, and accessibility of the material
- Currency of information in rapidly changing fields
- Reputation of the author, publisher or issuing body
- Importance of item in providing diversity to the collection
- Importance as a record of the times for present and future use
- A wide range of materials which covers a broad spectrum of viewpoints

The following undesirable criteria is seriously considered in the decision not to purchase materials:

- Materials published more than five (5) years previous if more current materials are available on the topic
- Print materials in loose-leaf binder format
- Print materials in spiral bound format
- Print material smaller than 17 centimeters in height (with the exception of board books for toddlers)
- Nonfiction material in any format that is self-published by the author "without the involvement of an established third-party publisher"
- Non-U.S. publications covering health or law topics
- Textbooks and related workbooks

Patron Requests

Patrons interested in specific materials may submit a request to the Library. Librarians can inform patrons of the request options available at the time of request. Requests shall be reviewed individually and if the item fall within the scope of the services provides, the Library will order the material for the collection. If items requested are not suited for purchase or are currently out of print, the request will be referred to the Interlibrary Loan Librarian, who will attempt to borrow the item from another library.

Gifts

The Library welcomes gift of materials which are in good condition as long as they may be accepted without commitment as to final disposition. Gifts are added to the collection according to the same criteria for selection of purchased materials.

Gifts of money for the purchase of materials as memorials or for other reasons will be accepted. The Library will inform the donor and other designated persons how the contribution was used. The wishes of the donor will be followed in the purchase of materials so long as the items conform to the selection criteria.

Donations are final and become the property of the Hammond Public Library.

Deselection Criteria

The Hammond Public Library employs the CREW method with respect to weeding:

- **C**ontinuous
- **R**evue
- **E**valuation
- **W**eeding

Systematic evaluation of the Library's materials is necessary to provide an up-to-date collection in good physical condition. Librarians decide whether the material should be included in the collection as well as the classification or format of the item.

Weeding is a continual, indefinite process. Materials may be replaced with new editions or copies, or new or similar titles in the subject or genre area. Withdrawals indicate that a collection is receiving care and every effort is made to keep it useful, current and attractive. Other items are withdrawn because they are soiled or torn and cannot be mended or cleaned. Library users are not well served when shelves are crowded and information is inaccurate or outdated.

The Library uses the MUSTIE system as the criteria for deselection of collection materials. The MUSTIE guidelines are as follows:

- **M**isleading (factually inaccurate)
- **U**gly (worn beyond mending or rebinding)
- **S**uperseded (by a new edition or by a better book on the subject)
- **T**rivial (of no discernible literary or scientific merit)
- **I**rrelevant (unrelated to the needs and interests of the Library's community)
- **E**lsewhere (it is easily obtainable from another library)

In addition to the CREW and MUSTIE methods, the Hammond Public Library reviews information and statistics that indicate specific areas of the collection might require weeding in

order to provide room for newer or more relevant materials. These factors include but are not limited to:

- Hammond city population demographics
- Annual circulation statistics
- Educational needs of students and adult learners
- Patron demand for popular materials
- Size and scope of specific collections
- Strategic goals of the Library

Formats Policy

The Library collects materials in a variety of formats, which may include but is not limited to:

- PRINT: books, documents, periodicals/magazines, newspapers, pamphlets and maps
- AUDIO/VISUAL MEDIA: videos on DVD, audiobooks on CD and cassette, music on CD
- ELECTRONIC MEDIA: databases, software, self-contained electronic books and audiobooks, downloadable materials such as e-books, magazines, audiobooks, videos and music
- OTHER: multimedia kits, microforms, and newly released formats

Reconsideration of Materials

Complaints about any material(s) owned by the Hammond Public Library and part of the Library's materials collection will be handled as follows:

1. If the user is dissatisfied with an item, they will be asked to fill out the Request for Reconsideration form (see Appendix D) listing the concerns that they have about the item.
2. The form will be forwarded to the Head of Technical Services, who will review the item(s) in question from the standpoint of the concerns expressed.
3. Options for the Head of Technical Services will include, but not be limited to, explaining why the item will be maintained by the Library in its present location, moving the item to a different department of the Library (from Youth Services to Information Services for example), moving the item to non-circulating status or removing the item from a display area, or other appropriate action. Upon request, a written response will be sent to the user explaining the option chosen.
4. A copy of the Head of Technical Services' letter to the user, as well as the user's written statement of concern, shall be given to the Library's Executive Director for informational

purposes.

5. The user may appeal the decision to the Library's Executive Director.

Appendix A

The Library Bill of Rights

- I. Books and other library resources should be provided for the interest, information, and enlightenment of all people of the community the library serves. Materials should not be excluded because of the origin, background, or views of those contributing to their creation.
- II. Libraries should provide materials and information presenting all points of view on current and historical issues. Materials should not be proscribed or removed because of partisan or doctrinal disapproval.
- III. Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment.
- IV. Libraries should cooperate with all persons and groups concerned with resisting abridgment of free expression and free access to ideas.
- V. A person's right to use a library should not be denied or abridged because of origin, age, background, or views.
- VI. Libraries which make exhibit spaces and meeting rooms available to the public they serve should make such facilities available on an equitable basis, regardless of the beliefs or affiliations of individuals or groups requesting their use.

Adopted June 19, 1939, by the ALA Council; amended October 14, 1944; June 18, 1948; February 2, 1961; June 27, 1967; January 23, 1980; inclusion of "age" reaffirmed January 23, 1996.

Adopted by the Hammond Public Library Board of Trustees May 1987, revised June 1995, and February 2007, January 2016.

Appendix B

The Freedom to Read Statement

The freedom to read is essential to our democracy. It is continuously under attack. Private groups and public authorities in various parts of the country are working to remove or limit access to reading materials, to censor content in schools, to label "controversial" views, to distribute lists of "objectionable" books or authors, and to purge libraries. These actions apparently rise from a view that our national tradition of free expression is no longer valid; that censorship and suppression are needed to counter threats to safety or national security, as well as to avoid the subversion of politics and the corruption of morals. We, as individuals devoted to reading and as librarians and publishers responsible for disseminating ideas, wish to assert the public interest in the preservation of the freedom to read.

Most attempts at suppression rest on a denial of the fundamental premise of democracy: that the ordinary individual, by exercising critical judgment, will select the good and reject the bad. We trust Americans to recognize propaganda and misinformation, and to make their own decisions about what they read and believe. We do not believe they are prepared to sacrifice their heritage of a free press in order to be "protected" against what others think may be bad for them. We believe they still favor free enterprise in ideas and expression.

These efforts at suppression are related to a larger pattern of pressures being brought against education, the press, art and images, films, broadcast media, and the Internet. The problem is not only one of actual censorship. The shadow of fear cast by these pressures leads, we suspect, to an even larger voluntary curtailment of expression by those who seek to avoid controversy or unwelcome scrutiny by government officials.

Such pressure toward conformity is perhaps natural to a time of accelerated change. And yet suppression is never more dangerous than in such a time of social tension. Freedom has given the United States the elasticity to endure strain. Freedom keeps open the path of novel and creative solutions, and enables change to come by choice. Every silencing of a heresy, every enforcement of an orthodoxy, diminishes the toughness and resilience of our society and leaves it the less able to deal with controversy and difference.

Now as always in our history, reading is among our greatest freedoms. The freedom to read and write is almost the only means for making generally available ideas or manners of expression that can initially command only a small audience. The written word is the natural medium for the new idea and the untried voice from which come the original contributions to social growth. It is essential to the extended discussion that serious thought requires, and to the accumulation of knowledge and ideas into organized collections.

We believe that free communication is essential to the preservation of a free society and a creative culture. We believe that these pressures toward conformity present the danger of limiting the range and variety of inquiry and expression on which our democracy and our culture depend. We believe that every American community must jealously guard the freedom to publish and to circulate, in order to preserve its own freedom to read. We believe that

publishers and librarians have a profound responsibility to give validity to that freedom to read by making it possible for the readers to choose freely from a variety of offerings.

The freedom to read is guaranteed by the Constitution. Those with faith in free people will stand firm on these constitutional guarantees of essential rights and will exercise the responsibilities that accompany these rights.

We therefore affirm these propositions:

1. *It is in the public interest for publishers and librarians to make available the widest diversity of views and expressions, including those that are unorthodox, unpopular, or considered dangerous by the majority.*

Creative thought is by definition new, and what is new is different. The bearer of every new thought is a rebel until that idea is refined and tested. Totalitarian systems attempt to maintain themselves in power by the ruthless suppression of any concept that challenges the established orthodoxy. The power of a democratic system to adapt to change is vastly strengthened by the freedom of its citizens to choose widely from among conflicting opinions offered freely to them. To stifle every nonconformist idea at birth would mark the end of the democratic process. Furthermore, only through the constant activity of weighing and selecting can the democratic mind attain the strength demanded by times like these. We need to know not only what we believe but why we believe it.

2. *Publishers, librarians, and booksellers do not need to endorse every idea or presentation they make available. It would conflict with the public interest for them to establish their own political, moral, or aesthetic views as a standard for determining what should be published or circulated.*

Publishers and librarians serve the educational process by helping to make available knowledge and ideas required for the growth of the mind and the increase of learning. They do not foster education by imposing as mentors the patterns of their own thought. The people should have the freedom to read and consider a broader range of ideas than those that may be held by any single librarian or publisher or government or church. It is wrong that what one can read should be confined to what another thinks proper.

3. *It is contrary to the public interest for publishers or librarians to bar access to writings on the basis of the personal history or political affiliations of the author.*

No art or literature can flourish if it is to be measured by the political views or private lives of its creators. No society of free people can flourish that draws up lists of writers to whom it will not listen, whatever they may have to say.

4. *There is no place in our society for efforts to coerce the taste of others, to confine adults to the reading matter deemed suitable for adolescents, or to inhibit the efforts of*

writers to achieve artistic expression.

To some, much of modern expression is shocking. But is not much of life itself shocking? We cut off literature at the source if we prevent writers from dealing with the stuff of life. Parents and teachers have a responsibility to prepare the young to meet the diversity of experiences in life to which they will be exposed, as they have a responsibility to help them learn to think critically for themselves. These are affirmative responsibilities, not to be discharged simply by preventing them from reading works for which they are not yet prepared. In these matters values differ, and values cannot be legislated; nor can machinery be devised that will suit the demands of one group without limiting the freedom of others.

5. *It is not in the public interest to force a reader to accept the prejudgment of a label characterizing any expression or its author as subversive or dangerous.*

The ideal of labeling presupposes the existence of individuals or groups with wisdom to determine by authority what is good or bad for others. It presupposes that individuals must be directed in making up their minds about the ideas they examine. But Americans do not need others to do their thinking for them.

6. *It is the responsibility of publishers and librarians, as guardians of the people's freedom to read, to contest encroachments upon that freedom by individuals or groups seeking to impose their own standards or tastes upon the community at large; and by the government whenever it seeks to reduce or deny public access to public information.*

It is inevitable in the give and take of the democratic process that the political, the moral, or the aesthetic concepts of an individual or group will occasionally collide with those of another individual or group. In a free society individuals are free to determine for themselves what they wish to read, and each group is free to determine what it will recommend to its freely associated members. But no group has the right to take the law into its own hands, and to impose its own concept of politics or morality upon other members of a democratic society. Freedom is no freedom if it is accorded only to the accepted and the inoffensive. Further, democratic societies are more safe, free, and creative when the free flow of public information is not restricted by governmental prerogative or self-censorship.

7. *It is the responsibility of publishers and librarians to give full meaning to the freedom to read by providing books that enrich the quality and diversity of thought and expression. By the exercise of this affirmative responsibility, they can demonstrate that the answer to a "bad" book is a good one, the answer to a "bad" idea is a good one.*

The freedom to read is of little consequence when the reader cannot obtain matter fit for that reader's purpose. What is needed is not only the absence of restraint, but the positive provision of opportunity for the people to read the best that has been thought and said. Books are the major channel by which the intellectual inheritance is handed down, and the principal means of its testing and growth. The defense of the freedom to

read requires of all publishers and librarians the utmost of their faculties, and deserves of all Americans the fullest of their support.

We state these propositions neither lightly nor as easy generalizations. We here stake out a lofty claim for the value of the written word. We do so because we believe that it is possessed of enormous variety and usefulness, worthy of cherishing and keeping free. We realize that the application of these propositions may mean the dissemination of ideas and manners of expression that are repugnant to many persons. We do not state these propositions in the comfortable belief that what people read is unimportant. We believe rather that what people read is deeply important; that ideas can be dangerous; but that the suppression of ideas is fatal to a democratic society. Freedom itself is a dangerous way of life, but it is ours.

This statement was originally issued in May of 1953 by the Westchester Conference of the American Library Association and the American Book Publishers Council, which in 1970 consolidated with the American Educational Publishers Institute to become the Association of American Publishers.

Adopted June 25, 1953, by the ALA Council and the AAP Freedom to Read Committee; amended January 28, 1972; January 16, 1991; July 12, 2000; June 30, 2004.

Adopted by the Hammond Public Library Board of Trustees May 1987, revised June 1995, and February 2007, January 2016.

Appendix C

The Freedom to View Statement

The freedom to view, along with the freedom to speak, to hear, and to read, is protected by the First Amendment to the Constitution of the United States. In a free society, there is no place for censorship of any medium of expression. Therefore these principles are affirmed (American Library Association, 2015):

1. To provide the broadest access to film, video, and other audiovisual materials because they are a means for the communication of ideas. Liberty of circulation is essential to insure the constitutional guarantee of freedom of expression.
2. To protect the confidentiality of all individuals and institutions using film, video, and other audiovisual materials.
3. To provide film, video, and other audiovisual materials which represent a diversity of views and expression. Selection of a work does not constitute or imply agreement with or approval of the content.
4. To provide a diversity of viewpoints without the constraint of labeling or prejudging film, video, or other audiovisual materials on the basis of the moral, religious, or political beliefs of the producer or filmmaker or on the basis of controversial content.
5. To contest vigorously, by all lawful means, every encroachment upon the public's freedom to view.

This statement was originally drafted by the Freedom to View Committee of the American Film and Video Association (formerly the Educational Film Library Association) and was adopted by the AFVA Board of Directors in February 1979. This statement was updated and approved by the AFVA Board of Directors in 1989, and endorsed January 10, 1990, by the American Library Association Council.

Adopted by the Hammond Public Library Board of Trustees May 1987, revised June 1995, and February 2007, January 2016.

BP 5307 INTERNET SAFETY AND COMPUTING RESOURCES POLICY

The mission of the Hammond Public Library is to provide free and equal access to information, knowledge and independent learning. Computers and the Internet are vital in fulfilling our mission. Public access to the library computers is available to all users of the Hammond Public Library. All users are expected to use these resources in a responsible manner, consistent with the educational, informational, and recreational purposes for which they are provided and to follow published policies and guidelines. Unauthorized, illegal, or unethical activities or failure to adhere to usage guidelines may result in the loss of Internet access, computer or library privileges, and could result in financial responsibility and/or criminal prosecution.

ACCESS TO INAPPROPRIATE MATERIAL

To the extent practical, technology protection measures shall be used to block or filter Internet content. Specifically, as required by the Children's Internet Protection Act (CIPA), blocking shall be applied to visual material deemed (as defined by CIPA):

- Obscene
- Child pornography
- Harmful to minors

Subject to staff supervision, technology protection measures may be disabled during use for adults age 18 or older only for bona fide research or other lawful purposes.

The Internet and its available resources contain a wide variety of material and opinions from varied points of view. In offering Internet access, library staff cannot control web site content beyond its own website, which often changes rapidly and unpredictably. Users are responsible for the web sites they reach.

CHILDREN AND THE INTERNET

Parents or legal guardians of minor children must assume responsibility for their children's use of the Internet through the Library's connections.

When accessing the Internet through the library, parents and guardians should monitor a child's activity for:

- Access to material inappropriate for minors;
- Safety and security when using electronic mail, chat rooms and other forms of direct electronic communications, including but not limited to;
 - Disclosure of personal information such as full name, address, phone number, social security number, etc.
 - Posting pictures on public sites
 - Chatting with strangers
- Unauthorized access, including so-called "hacking," and other unlawful activities

WIRELESS ACCESS

The Library offers free wireless access for library patrons to use with their own personal devices. These access points are unsecured and follow the library's CIPA filtering regulations. A patron's use of this service is governed by the Guidelines for Public Computing Resources and Wireless Access Policies.

ETHICAL USE

It is unacceptable to use the Library's computer system, Internet, online resources, or wireless access for any of the following:

- For any purposes which violate applicable U.S., state, or local laws. Users must respect all copyright laws and licensing agreements pertaining to software, files, and other resources obtained via the Internet.
- Destruction of or damage to equipment, software, or data belonging to the Library
- Disruption or interference of network users or services. Such interference or disruption includes but is not limited to: distribution of unsolicited advertising, harassment, libeling, or slandering other others; propagation of computer worms or viruses.
- Sending, receiving, or displaying texts or graphics which may reasonably be constructed as either obscene or child pornography by community standards.

STAFF USAGE

Staff computing resources are to be used to advance the Library's vision and mission. Staff may use them only for purposes related to the discharge of their duties as employees, their official business with the Library, and other Library-sanctioned activities, and are to adhere to published policies and guidelines.

See Also:

AR 1426 DISCIPLINE

AR 5701 GUIDELINES FOR PUBLIC COMPUTING RESOURCES

AR 5703 CHILDREN AND THE INTERNET

AR 5707 WIRELESS ACCESS

AR 9501 PATRON VIOLATION PROCEDURES

BP 8030 PATRON CONDUCT

BP 5308 - Communication Accommodations

The Hammond Public Library promotes and supports disability rights, the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973. The Library supports the educational, personal and work related needs of the community and is committed to assisting the facilitation of individuals with disabilities. The Library seeks to also provide an environment conducive to sustaining the diversity of its community.

Purpose

The purpose of the Board policy is to cultivate organizational efficiency with procedures that ensure effectiveness. For efficiency, the *Library* board and the administration are responsible for developing guidelines that ensure ethical and professional standards.

- 1) Individuals that need special accommodations related to sign language interpreter services, shall be required to:
 - a) Submit a written request to the Library administration; and
 - b) Requests must be submitted at least two (2) weeks in advance of the event, meeting or program activity.
- 2) Upon receipt of the request, the administration shall attempt to make reasonable efforts to provide interpreter services that do not:
 - a) Alter or restrict the nature of *Library* services, events, meetings or program activities; or
 - b) Result in undue administrative burdens or financial hardship
- 3) All request made for sign language interpreter services, are contingent upon the availability of the interpreter

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-5310 GIFTS AND DONATIONS

The Hammond Public Library accepts gifts and donations which help the Library better serve the needs of the community. The Library reserves the right to decline gifts and donations. All donations are tax-deductible.

The Library assumes no responsibility for appraising or enumerating donations. The donor is responsible for providing value on non-cash contributions. Items accepted by the Library may be set aside for sales and fund raising opportunities.

All gifts are considered irrevocable and unconditional, to be used at the Hammond Public Library's discretion with copyright and reproduction rights as applicable. The Library will consider the wishes of donors when accepting gifts.

Donors must specify which organization the donation and/or gift is being awarded to i.e., Hammond Public Library, Friends of the Hammond Public Library or Hammond Public Library Foundation. This policy is specific to gifts and donations awarded to the Hammond Public Library.

Policy adopted February 27, 1975, Policy revised October 17, 1991, April 29, 2003, Policy revised December 21, 2022

BP 5311 - Donor Naming Opportunities

Purpose

The purpose of the administrative *Board* policy is to cultivate organizational efficiency with procedures that ensure effectiveness. For efficiency, the Hammond Public Library is responsible for developing consistent guidelines that address partnership and collaborative initiatives that involve individuals and affiliated 501(c)(3) organizations.

Guidelines that Involve Donor Naming Opportunities

In collaboration with the American Library Association (ALA), the *Library* advocates and endorses ALA's Library Bill of Rights and its subsequent revisions and interpretations. The *Library* encourages research and study by maintaining a public service environment that is conducive to lifelong learning, reading and literature. The *Library* also maintains the authority to establish procedural guidelines that specifically involve opportunities that regard its physical building structures, facilities including other subsequent departments or meeting rooms.

The Board of Trustees shall reserve the right to refuse requests that do not contain the aforementioned guidelines. The Board also reserves the right to refuse requests that involves conduct on behalf of the individual named, is deemed questionable or suspect. Furthermore, the Board may decline donor naming opportunities to any political and religious organization. The Board shall decline any other naming proposal upon discretion. The Board establishes donor assessments based upon the locality and size of its facilities. Upon the discretion of the Board, these recommendations shall change.

The outlined assessments shall accompany administrative regulations. The following guidelines have been established to confirm that the *Library* shall partner and collaborate with organizations:

- Individuals and entities that wish to participate in *naming opportunities* shall be required to submit a formal written request that indicates the following information: individual name of candidate, or name of entity; address and telephone number including the prospective building, department or room;
- A brief biography of the prospective candidate including the purpose for the *naming opportunities* that also details the contribution to the *Library* and / or the Hammond community;
- Upon Board approval, the Executive Director or its designated appointee shall formally contact the individual or entity **prior** to the establishment of any such agreement that involves finance or locality;
- Formal requests received on behalf of an individual / entity interested in the *naming opportunities* shall be placed on the agenda for the next scheduled Board Meeting.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-5312 ADVERTISING IN PUBLIC LIBRARIES

1. The Board of Trustees recognizes a responsibility to protect the Library from abuses of advertising.
2. Advertising of any individual, firm or product shall not be permitted on any property owned or rented by the Library except as such advertising is an integral part of Library circulating and reference materials.
3. Advertising is the public announcement of an individual, product, business or organization with the intent to increase sales or promote a political candidate or party or a religion.
4. Exceptions may be authorized by the Board of Trustees.

Policy adopted April 28, 1977
Policy revised January 29, 1991
Policy revised October 17, 1991

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 5313 REQUEST FOR RECONSIDERATION OF LIBRARY MATERIALS

1. Persons who wish to register a concern regarding Library material will be given the Citizen's Request for Reconsideration of Library Materials form to complete. The form will be forwarded promptly to the Director. The Materials Selection Committee will review it at their next regular meeting.
2. The Director or designee will inform the patron promptly by letter of the action taken. If the patron is not satisfied with the action taken by the committee, the person may appeal to the Board of Trustees at their next regular meeting. A special meeting may be held if necessary. The final determination regarding the disposition of the request for reconsideration is made by the Board of Trustees.

Policy adopted February 27, 1975
Policy revised February 12, 1987
Policy revised October 17, 1991
Policy revised March 18, 1996

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 5320 PUBLIC SERVICE ROLES

MAIN LIBRARY

Reference Library: Provide timely, accurate and useful information in a variety of formats for residents, businesses and organizations, and access additional sources of information and materials as necessary.

Popular Materials Library: Provide current, high-demand, high-interest materials in a variety of formats for all users.

Education Support Center: Assist students from preschool through undergraduate study in meeting their educational objectives and adults in pursuing their avocational interests.

A Door to Learning: Encourage preschoolers and elementary and middle grade students to develop an interest in reading and learning, and enable parents, caregivers and children to learn together.

E. B. HAYWARD AND HOWARD BRANCH LIBRARIES

Popular Reading Library: Provide current, high-demand, high interest reading materials for all users.

Education Support Center: Assist students from preschool through the 12th grade in meeting their educational objectives.

A Door to Learning: Encourage preschoolers and elementary and middle grade students to develop an interest in reading and learning, and enable parents, caregivers and children to learn together.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-5323 COPYING OF MATERIALS

Subject to applicable laws, all materials which are part of the circulating and reference collections of the Library may be mechanically or photographically copied in the Library by the patron at his or her own cost. Other materials, such as public announcements, may be copied if not prohibited by law.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-5340

LOAN OF LIBRARY MATERIALS

1. All materials except reference items are loaned freely to any Hammond resident registered to use the Library, provided the borrowing privilege has not been restricted for non-payment of fines or unreturned materials. The lending of materials to other borrowers registered in Indiana public libraries is governed by Reciprocal Borrowing Agreements.
2. A non-resident who owns or rents property, owns or manages a business, is a student or teacher in a Hammond school, or participates in a Library-sponsored program such as Great Books or Adult Learning Center, may borrow materials, provided the privilege has not been restricted.
3. Out-of-state residents who do not meet the above criteria may register and borrow materials upon payment of an annual non-resident borrower's fee in an amount established by the Board of Trustees.

Policy adopted March 20, 1975
Policy revised May 23, 1983
Policy revised October 17, 1991

BP 5341 RECOVERY OF OVERDUE LIBRARY MATERIALS

PURPOSE

The purpose of this Board Policy is to set protocol for recovering overdue or non-returned materials.

GENERAL

The Library will make every effort to recover items not returned within the established loan periods. In order that no borrower shall be denied access to needed materials, the Library will employ all reasonable and prudent action, including proper legal measures, to protect and retain its collection for general and repeated uses.

See Also:

AR 3123 OVERDUE NOTICES

AR 3120 FINES FOR OVERDUE MATERIALS

AR 3180 FINES AND FEES

AR 3125 PAYMENT FOR LOST MATERIALS

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-5350

PRIVACY OF LIBRARY CIRCULATION RECORDS AND REGISTRATION FILES
POLICY

1. The circulation records and registration files of the Hammond Public Library are confidential regardless of sources of inquiry.
2. Circulation records and registration files shall not be made available to anyone except pursuant to such process, order, or subpoena as may be authorized by law.
3. Upon receipt of such process, order or subpoena, consultation may be made with library's attorney to determine if such process, order, or subpoena is in good form and if there is a showing of good cause for its issuance.
4. If the process, order, or subpoena is not in proper form or if good cause has not been shown, insistence shall be made that such defects be cured before any records are released. (The legal process requiring the production of circulation records or registration files shall ordinarily be in the form of subpoena duces tecum [bring your records], requiring the librarian to attend court or the taking of his or her deposition and may require him to bring along certain designated circulation records or registration files.)
5. Any problems relating to the privacy of circulation records or registration files which are not provided for in the above four paragraphs are to be referred to the Director or to the Head, Administrative Division.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-5360 INSPECTION OF PUBLIC RECORDS

1. Except as otherwise specified in this policy, all records maintained by the Hammond Public Library are considered public and are available for inspection by individuals at reasonable times during normal business hours.
2. All personnel file information shall be made available to the employee or his/her representative.
3. Records exempt from public inspection include:
 - A. Circulation and Registration Files
 - B. Personnel files of Library employees, except
 - (i) the name, compensation, job title, business address, business telephone number, job descriptions, education and training background, previous work experience, and dates of first and last employment of present or former employees and appointment dates of trustees of the Library;
 - (ii) information relating to the status of any formal charges against an employee; and
 - (iii) information concerning disciplinary actions in which final action has been taken and that results in an employee being disciplined or discharged.
 - C. Administrative or technical information that would jeopardize record keeping or security system.
 - D. Computer programs, computer codes, passwords, computer filing systems, and other software owned by, or entrusted to, or licensed by the Library and portions of electronic maps entrusted to the Library by a utility.
 - E. Records specifically prepared for discussion or developed during discussion in an executive session under IC 5-14-1.5-6.
 - F. The identity of a donor of a gift made to the Library if the donor requires nondisclosure of his/her identity as a condition of making the gift; or after the gift is made, the donor, or the donor's family, requests nondisclosure.
 - G. Archival Records
 - a. Which can be used to identify any library patron; or

- b. Deposited with, or acquired by, the Library upon a condition that the records be disclosed only: (i) to qualified researchers; (ii) after the passing of a period of years that is specified in the documents under which the deposit or acquisition is made; or (iii) after the death of persons specified at the time of the acquisition or deposit.
 - H. Names and addresses of Library employees which may not be disclosed by the Library to commercial entities for commercial purposes and may not be used by commercial entities for commercial purposes.
- 4. Records being inspected shall not be removed from the premises, and a staff member shall be present during the examination.
- 5. An individual shall be permitted to make copies of any documents examined. If Library photocopiers are used, the individual shall bear the expense and pay the rate currently charged for reproduction of other Library materials. Library staff may not be used to photocopy documents for individual convenience.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 5400 SUZANNE G. LONG LOCAL HISTORY ROOM COLLECTION MANAGEMENT/
DEVELOPMENT POLICY

* indicates Public Distribution desired.

MISSION STATEMENT*

The Suzanne G. Long Local History Room Special Collections supports the overall mission of the Hammond Public Library to provide quality information service through the acquisition and the maintenance and display of documents, printed materials, photographs and carefully selected artifacts which together portray an accurate representation of local history.

GENERAL HISTORY STATEMENT*

“The Suzanne G. Long Local History Room Special Collections of the Hammond Public Library was established in the 1960s to attract, collect, organize, and preserve materials on Hammond and adjacent communities...” (Mrs Florence Cleveland, “Calumet Room Collection,” 1980. Hereafter cited as Cleveland, 1980).

STATEMENT OF PURPOSE*

Intended Use*

“...for persons seeking information about past events, persons, organizations and geography of the area.”(Cleveland, 1980). The patrons are residents or former residents of Hammond and other local communities within the collective interest area. Some out-of-area patrons occasionally use the Suzanne G. Long Local History Room collections in-person to either locate and obtain copies of obituaries for genealogy research, view photographs out of the yearbook collection or to locate photographs of various buildings and structures within the interest area. Less frequently, students from local public schools and area universities will seek local history information, which is the speciality of the facility. The Suzanne G. Long Local History Room will make every reasonable effort to provide access to its material holdings and collections without regard to patron characteristics. However, the Suzanne G. Long Local History Room is not orientated toward providing full academic support for national or international historical research. Due to the web-hosting of indexed obituaries printed in the Hammond Times, many letters, e-mail queries, and occasionally telephone calls seeking to locate and photocopy obituaries and other types of information are received from all over the United States, Canada, and even European countries. Each query will be responded to as rapidly as possible.

Scope*

“The holdings include duplicate local history material currently in the circulating and reference holdings of the Library, local history material withdrawn from those holdings, and types of material not acquired for the Library’s circulating and reference collections.”(Cleveland, 1980). Those types of material include: original and duplicate documents, manuscripts, newspapers (both printed and microfilm), photographs and photographic negatives, directories, books, records, selected artifacts, metal plaques, diorama displays, tapestries, 16mm film, video and audio tape.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-5440

LOANING AND DISPOSAL OF SPECIAL COLLECTIONS
MATERIALS

1. The Hammond Public Library collection items having an assessed value equal to, or greater than, \$5,000 or items of historical significance or items located in the Suzanne G. Long Local History Room are defined as Special Collections.
2. At the discretion of the Board of Trustees, individual items within the Hammond Public Library's Special Collections may be loaned to other organizations for public display purposes off Hammond Public Library property provided a completed Loan Agreement has been submitted to, and approved by, the Board of Trustees. Approval for individual items under \$5,000 will be considered by the library director.
3. At the discretion of the Board of Trustees, individual items within the Hammond Public Library's Special Collections may be withdrawn and disposed of by gifting or sale to organizations or individuals. Individual items under \$5,000 may be withdrawn and disposed of by gifting or sale to organizations or individuals at the discretion of the library director.

Loan Agreement

The Hammond Public Library
564 State Street
Hammond, IN 46320
219-931-5100

On this date, _____ the Lender agrees to lend of the following Item(s):

_____ (See attached sheet if necessary)

To (hereafter Borrower):

Name _____ Organization _____

Address _____ Telephone _____

For public display at the following locations:

Name and address of display facility _____

For the period beginning and ending on the following dates:

Beginning _____ Ending _____

In accordance with the conditions listed as follows:

I. Insurance: The borrower is required to have and keep a wall-to-wall insurance policy on the item for the duration of this agreement:

A. against damage, loss or theft at a minimal amount of _____ U.S. Dollars

B. under policy number _____ dated _____

C. issued by the following insurance carrier _____

II. Costs: The Borrower will pay all costs unless otherwise noted here: _____

III. Display Credit Line: for public display, cataloging and brochure purposes the following credit line should be used: **Courtesy Hammond Public Library.**

V. Special Requirements for item handling, installation and display are: _____

Additional Loan Conditions

Item care and protection: Items borrowed shall be given special care at all times to insure against loss, damage, or deterioration. The Borrower agrees to meet the special requirements for installation and handling as noted above. Furthermore, the Lender may require an inspection and approval of the actual installation by a member of its staff as a condition of the loan and at the expense of the Borrower. No item may be altered, cleaned, or repaired without the written permission of the Lender. Items must be maintained in a building equipped to protect objects within from fire, smoke or flood damage and protected from extreme temperatures and humidity, excess light, and from insects, vermin, dirt, or other environmental hazards. Items must be handled only by experienced personnel and be secured from damage and theft by appropriate brackets, railings, display cases or other responsible means.

Packing and Shipping: The Lender agrees to: A). prepare and pack the item(s) for shipment prior to the date scheduled for shipment; B). will specify in writing to the Borrower the condition of the Item when it is prepared for shipment. The Borrower agrees: A). to schedule the pick-up, transportation and delivery of the item(s), to bear all costs of shipping and to insure that portal-to-portal insurance is maintained throughout the shipping process commencing at the beginning date of the agreement and ending at the return of the item into the Lenders possession; B). to immediately notify the Lender in writing of any condition discrepancies found upon unpacking of the item(s) at the display location, any condition discrepancies or alterations arising during the display period ; C). use the same packing and shipping methods to return the item to the Lender.

Insurance: Items shall be insured during the above described loan period for the value stated on the face of this agreement. If the insurance is to be carried by the Lender, with the premium billed to the Borrower, this agreement will act as proof of, or as a certificate of, "all-risk" wall-to-wall insurance coverage. If the Borrower carries the insurance policy then the Borrower agrees that the Lender will be named as additional insured. The Lender may also request documentary evidence of coverage in addition to a policy number and name of insurance carrier such as a copy of the policy or a certificate of insurance. If the Borrower fails to secure and/or maintain said insurance, the borrower will, nevertheless, be required to respond financially in case of loss or damage to the item as though said insurance were in effect.

Reproduction and Credit: Unless otherwise agreed to in writing, only impromptu photographs by the viewing public are allowed. No other reproduction will be permitted except for digital photographic copies used for catalog and publicity uses as related to the stated purpose of the loan.

Extensions/ Location Alterations/Cancellation. Any extension of the loan period must be approved in writing by the Director of the Hammond Public Library and be covered by a parallel extension of the insurance coverage. The Lender reserves the right to recall the item(s) from loan on short notice, if necessary. Furthermore, the Lender reserves the right to cancel this loan for good cause at any time, and will make every effort to give reasonable notice thereof.

Hammond Public Library:

Long Range Plan 2024-2027

Mission:

"The Hammond Public Library (HPL) is dedicated to serving our community by empowering individuals through access to information, resources, and transformative experiences. We catalyze lifelong learning, personal growth, and community connection."

Cornell White

Hammond Public Library Long Range Plan 2024-2027

Executive Summary

The 2024-2027 Long Range Plan for the Hammond Public Library establishes a comprehensive roadmap for transforming our institution into a dynamic, inclusive community hub that meets the evolving needs of all residents. This strategic framework balances traditional library excellence with technological innovation while maximizing impact within a focused three-year timeline.

Our mission remains steadfast: "The Hammond Public Library (HPL) is dedicated to serving our community by empowering individuals through access to information, resources, and transformative experiences. We catalyze lifelong learning, personal growth, and community connection."

This plan is anchored in our core values of Service Excellence, Inclusive Access, Innovative Adaptation, and Privacy Protection, which inform all library operations and initiatives through 2027. Through careful implementation of the following strategic priorities, we will strengthen HPL's position as an essential community resource:

Strategic Priorities:

1. **Enhanced Physical Collection Management:** We will systematically refresh our collection by increasing overall physical holdings by 8% while implementing strategic weeding protocols to remove outdated, damaged, and low-circulating materials. Our collection age targets will ensure materials remain current and relevant, particularly in rapidly evolving subject areas.
2. **Mobile Application Development:** A comprehensive mobile app will extend services beyond physical buildings, featuring account management, digital library cards, event calendars, and push notifications. This initiative will launch in phases beginning Q2 2024, with full functionality implemented by Q2 2025.
3. **Technology Infrastructure Modernization:** We will replace aging public access computers with a mix of desktops and laptops, implement enhanced peripherals, and develop a technology lending program, including tablets, laptops, and WiFi hotspots, to bridge the digital divide.
4. **Flexible Makerspace and Technology Lab:** A versatile creative environment with modular furniture, mobile computing solutions, and configurable learning zones will support digital media production, hands-on crafting, and collaborative learning. This adaptable space fosters digital literacy, provides equitable technology access, and develops transferable workforce skills.
5. **Community Engagement and Inclusive Outreach:** We will implement data-driven community assessment, multilingual programming, and targeted services for underserved populations, including the Deaf community, visually impaired patrons, special education partnerships, and homeschool resources.
6. **Educational Partnerships:** Through strategic collaboration with Hammond Schools, early literacy initiatives, workforce development programs, and small business support, we will amplify our educational impact throughout the community.
7. **Operational Excellence:** We will invest in staff development through technology competency frameworks, collection management training, and wellness initiatives while implementing data-informed decision-making processes.

Hammond Public Library Strategic Vision

A. Statement of Community Needs and Goals

Based on input from our community planning committee representing diverse Hammond residents, we have identified the following primary community needs:

1. Equitable access to current information resources and technology
2. Creative spaces for hands-on learning and digital content creation
3. Support for lifelong learning across all age groups and abilities
4. Culturally responsive services for Hammond's diverse population
5. Enhanced digital access through mobile and remote services

B. Measurable Objectives and Service Responses

Mission Statement

"The Hammond Public Library (HPL) is dedicated to serving our community by empowering individuals through access to information, resources, and transformative experiences. We catalyze lifelong learning, personal growth, and community connection."

Service Response 1: Current Topics and Titles

Goal: Provide Hammond residents access to a refreshed collection that meets diverse information needs.

Hammond Public Library Strategic Vision

Measurable Objectives:

- Increase the physical collection by 8% by December 2026, focusing on high-demand categories
- Reduce the average age of the non-fiction collection from 8 years to 5 years by December 2025
- Achieve a 15% increase in circulation of newly acquired materials by Q4 2025

Activities:

1. Implement quarterly weeding schedule targeting outdated materials beginning Q2 2024
2. Establish collection age targets by subject area (medical: 3 years; technology: 2 years)
3. Create "Express Collection" for high-demand items by Q4 2024
4. Develop "Lucky Day" collection for walk-in patrons by Q1 2025

Service Response 2: Digital Literacy

Goal: Empower community members with the skills and access needed to thrive in a digital environment.

Measurable Objectives:

- Launch mobile application with core functionality by Q4 2024, achieving 2,500 downloads by Q2 2025
- Replace 100% of aging public computers with updated hardware by Q3 2025
- Conduct 24 technology literacy workshops annually, with 75% of participants reporting increased confidence

Hammond Public Library Strategic Vision

Activities:

1. Develop and release the Hammond Library mobile app with account management features
2. Implement computer lab modernization with laptops and modular furniture
3. Establish a technology lending program, including tablets and WiFi hotspots
4. Offer weekly "Tech Help Hours" providing personalized assistance

Service Response 3: Maker and Creative Expression

Goal: Provide spaces, tools, and programs that foster creativity, innovation, and hands-on learning.

Measurable Objectives:

- Complete flexible maker space implementation by Q1 2025
- Host 36 maker programs annually with an average attendance of 15 participants
- Achieve 60% utilization rate of maker space equipment by Q4 2025

Activities:

1. Install modular furniture and mobile computing solutions by Q4 2024
2. Create zoned activity areas for digital creation, fabrication, and collaborative learning
3. Develop a maker program series targeting diverse age groups and interests
4. Train 100% of public service staff on essential makerspace tools by Q2 2025

Service Response 4: Information Literacy

Goal: Enhance community members' ability to find, evaluate, and use information effectively.

Hammond Public Library Strategic Vision

Measurable Objectives:

- Establish partnerships with 5 Hammond schools by Q3 2024
- Conduct 15 information literacy workshops annually for students and educators
- Increase database usage by 25% by December 2025

Activities:

1. Implement embedded librarian program within Hammond schools
2. Develop curriculum-aligned research guides for students
3. Create instructional videos on effective research strategies
4. Host quarterly workshops on evaluating information sources

C. Assessment of Facilities, Services, Technology, and Operations

Facilities Assessment

- The current main library building requires accessibility improvements
- Limited flexible space for programming and collaborative activities
- Need for dedicated teen space and maker space identified
- Electrical infrastructure requires upgrading to support technology needs

Services Assessment

- Firm traditional library services but limited digital outreach
- Need for expanded multilingual services identified
- Current hours of operation meet basic needs, but expanded evening hours are desired
- Limited services for special populations, including the deaf community and the visually impaired

Technology Assessment

- Public computers averaging 5+ years old require replacement
- Network infrastructure is adequate but will need upgrading by 2026
- There is no current mobile application for remote access to services
- Limited technology lending program currently in place

Operations Assessment

- Staffing levels are appropriate, but additional technology training is needed
- Collection management procedures require standardization
- Data collection for decision-making needs enhancement
- Marketing and outreach strategies require modernization

D. Ongoing Annual Evaluation Process

The Hammond Public Library will implement a comprehensive evaluation process including:

1. Quarterly progress reports to the Library Board tracking initiative advancement
2. Annual community report sharing outcomes and impact metrics
3. Staff-wide strategic plan review sessions fostering collective ownership
4. Biannual community feedback forums gathering input on implementation quality
5. Mid-plan comprehensive evaluation in Q1 2026 to inform adjustments

Specific metrics will be tracked for each objective, with data collected monthly and analyzed quarterly. Annual reports will document progress toward goals and identify areas requiring adjustment.

E. Financial Resources and Sustainability

Funding Sources

- Annual operating budget: \$4,899,420 (2025 Budget Estimate for General Fund)
- Rainy Day Fund: \$100,000 (2025 Budget Estimate)
- Property Tax Levy: \$5,715,345 (with estimated Property Tax Cap impact of -\$1,370,000)
- Miscellaneous Revenue: \$187,467 (projected for 2025)
- Financial Institution Tax Distribution: \$10,031
- Vehicle/Aircraft Excise Tax Distribution: \$131,652
- Commercial Vehicle Excise Tax Distribution (CVET): \$45,784

Estimated December 31, 2024 Cash Balance: \$3,717,291 (combined Rainy Day and General Fund)

Budget Allocation for Strategic Initiatives

- Collection enhancement: \$250,000 over three years
- Technology infrastructure: \$350,000 over three years
- Makerspace implementation: \$85,000 initial investment
- Mobile application development: \$45,000
- Staff development: \$25,000 annually

Sustainability Strategies

- Maintain healthy operating balance (projected \$2,587,663 for General Fund by the end of 2025)
- Utilize Rainy Day Fund strategically for one-time investments
- Develop a grant calendar targeting funding opportunities aligned with initiatives
- Implement volunteer program expanding capacity in targeted service areas
- Explore partnership opportunities leveraging shared resources
- Establish equipment replacement schedules with dedicated funding
- Create donor recognition program for maker space and technology sponsorships

F. Collaboration with Other Libraries and Community Partners

Public Library Collaboration

- Participate in Indiana's Statewide Reciprocal Borrowing program, allowing Hammond patrons to borrow materials from participating libraries across Indiana and vice versa.
- Explore membership in the Evergreen Indiana consortium to expand access to shared catalog resources and digital collections.
- Continue reciprocal borrowing agreements with Lake County library systems, including Lake County Public Library, Crown Point, East Chicago, Gary, Lowell, and Whiting.
- Coordinate collection development with neighboring libraries to maximize resource diversity and avoid unnecessary duplication.
- Partner with regional libraries for joint staff development opportunities and shared programming initiatives

Community Partner Collaboration

- Hammond Schools: Coordinate curriculum support, research assistance, and joint grant applications
- Purdue University Northwest: Develop shared programming and technology initiatives
- Hammond Chamber of Commerce: Create business resource center and entrepreneurship support
- Franciscan Health Hammond: Partner on health literacy programming and resources
- Northwest Indiana Deaf Alliance: Develop specialized services and staff training
- Friends of the Hammond Public Library: Enhance fundraising, volunteer recruitment, and advocacy efforts
- Local cultural organizations: Co-sponsor multicultural events and language resources

1. Mission and Core Values Framework

1.1 Mission Statement

"The Hammond Public Library (HPL) is dedicated to serving our community by empowering individuals through access to information, resources, and transformative experiences. We catalyze lifelong learning, personal growth, and community connection."

1.2 Guiding Principles

Our strategic direction is anchored in four interconnected values that inform all library operations and initiatives through 2027:

Hammond Public Library Strategic Vision

Service Excellence: We place our patrons at the center of our decision-making, creating welcoming environments and responsive services that anticipate and address evolving community needs. Each interaction reflects our commitment to exceptional customer experiences through knowledgeable assistance, personalized recommendations, and efficient resource delivery.

Inclusive Access: We actively dismantle barriers to library participation through targeted outreach, multilingual resources, and culturally responsive programming. Our collections, services, and facilities reflect and celebrate Hammond's rich demographic diversity, ensuring all community members are represented and valued within our spaces.

Innovative Adaptation: We embrace technological advancement and creative problem-solving to enhance service delivery. Through continuous environmental scanning, professional development, and thoughtful experimentation, we position the library as a forward-thinking institution capable of navigating changing information landscapes.

Privacy Protection: We safeguard intellectual freedom by implementing robust data security protocols, minimizing the collection of personally identifiable information, and educating staff and patrons on privacy best practices. Our commitment to confidentiality extends across all service platforms, reinforcing the library as a trusted information provider.

2. Innovative Resource Facilitation and Technological Advancement

2.1 Hammond Library Mobile Application Development

Develop a comprehensive mobile application to extend library services beyond physical buildings, with an accelerated timeline for deployment by Q4 2024:

Core Functionality Development:

- Account management allows patrons to place holds, renew items, pay fines, and receive due-date notifications
- Digital library card integration with scannable barcode for checkout at physical locations
- Event calendar with personalized recommendations and registration capabilities
- Location services featuring branch information, hours, and turn-by-turn directions
- Push notification system for holds, upcoming events, and library announcements

Technical Implementation Strategy:

- Utilize open-source development tools such as PhoneGap that enable cross-platform compatibility across iOS and Android devices without requiring extensive coding expertise
- Implement a phased development approach, starting with core functionality in Q2 2024 and adding enhanced features by Q2 2025
- Ensure complete integration with the library's integrated system (ILS) for real-time account updates.
- Prioritize accessibility features, including screen reader compatibility, adjustable text size, and high-contrast display options.

User Experience Considerations:

- Design an intuitive interface requiring minimal training for patrons of all technology skill levels
- Conduct user testing with diverse patron groups, including seniors, teens, and non-English speakers
- Create multilingual interfaces reflecting Hammond's demographic diversity
- Develop comprehensive tutorial materials, including in-app guidance, video demonstrations, and in-person assistance

2.2 Enhanced Technology Infrastructure

Computer Lab Modernization (2024-2025):

- Replace aging public access computers with a mix of desktops and laptops leveraging discounted purchasing opportunities through Dell, HP, and Lenovo
- Implement an accelerated 18-month replacement cycle for the initial refresh, then establish an ongoing maintenance schedule
- Upgrade to higher-resolution monitors and ergonomic peripherals enhancing user comfort during extended sessions
- Install both Microsoft Office Standard for traditional productivity and cloud-based alternatives, providing flexibility for diverse user needs

Expanded Technology Lending Program (2025-2026):

- Establish circulating technology collection, including tablets, laptops, WiFi hotspots, and e-readers
- Create specialized technology kits supporting creativity (digital cameras, audio recording equipment) and skill development (coding kits, robotics sets)
- Develop comprehensive lending policies balancing accessibility with equipment protection
- Implement RFID tracking system ensuring accurate inventory management

Technology Training Infrastructure (2026-2027):

- Create a dedicated digital learning lab with specialized software for graphic design, video editing, and programming
- Install collaborative presentation technology enabling screen sharing from multiple devices simultaneously
- Implement recording capability for creating tutorial content and preserving training sessions
- Establish virtual meeting spaces supporting remote training sessions and hybrid program delivery

2.3 Integrated Discovery System and Digital Experience

Implement a unified digital platform by Q3 2025 for seamless access to physical/digital collections, including AI-driven recommendations and personalized user dashboards. Install smart kiosks in high-traffic areas with tailored content like job resources or children's materials by Q1 2026. Expand self-checkout stations and automated sorting systems to optimize staff efficiency by Q4 2026.

2.4 Community Access Points

Extend library services beyond physical buildings through strategically placed access points in community locations, offering drive-up services (Q3 2024), pop-up libraries (Q1 2025), and specialized resource collections (Q2 2026).

3. Strategic Collection Development and Management

3.1 Physical Collection Enhancement Strategy

Implement data-driven approaches to collection growth and maintenance within the 2024-2027 timeframe:

Targeted Collection Expansion:

- Increase overall physical collection by 8% over three years, focusing on high-demand categories identified through circulation analytics
- Develop specialty collections addressing unique community interests and needs, including career development resources, ESL materials, and local interest items
- Create themed "mini-collections" that rotate between branches, maximizing exposure of specialized materials
- Establish dedicated budget lines for emerging formats, ensuring the collection evolves with changing media consumption patterns

Collection Refresh Program:

- Implement a systematic weeding process removing outdated, damaged, and low-circulating materials using both statistical and evaluative criteria beginning Q2 2024
- Establish collection age targets by subject area (e.g., medical information: 3 years; technology guides: 2 years; classic literature: no expiration)
- Maintain shelving capacity at approximately 75% complete, creating browsable environments that highlight available materials
- Implement front-facing display strategies throughout stacks to increase the visibility of collection depth

Circulation Enhancement Initiatives:

- Create a strategic display program highlighting seasonal themes, current events, and staff recommendations by Q3 2024
- Implement "Express Collection" for high-demand items featuring shorter loan periods and no-renewal policies to increase turnover by Q4 2024
- Develop a "Lucky Day" collection of popular titles available only for walk-in patrons by Q1 2025
- Institute periodic fine forgiveness programs tied to increased checkout volume (e.g., \$1 off fines for every five items checked out) starting Q2 2025

3.2 Weeding Implementation Framework

Establish a comprehensive approach to collection maintenance, ensuring materials remain current, relevant, and accessible:

Subject-Specific Weeding Criteria:

- Technical subjects (computers, medicine, law): Remove items older than 3-5 years unless historically significant
- General non-fiction: Evaluate based on currency of information, physical condition, and circulation history
- Fiction: Prioritize removal of damaged items and those with no circulation in 3+ years unless part of an established series or by notable authors
- Reference materials: Transition to digital formats where appropriate, retaining print editions with enduring value

Weeding Process Optimization:

- Implement quarterly "quick-and-dirty" weeding targeting outdated materials (e.g., outdated tax guides, obsolete technology manuals) beginning Q2 2024
- Conduct comprehensive collection evaluation on a two-year rotating basis by section through 2027
- Train all librarians on weeding best practices by Q3 2024 to integrate ongoing maintenance into regular workflows
- Document all weeding decisions to ensure consistency and provide a rationale if questioned

Deaccessioned Materials Management:

- Establish relationships with resellers by Q3 2024 to generate revenue from withdrawn items with remaining market value
- Develop partnerships with community organizations for a donation of appropriate, withdrawn materials by Q4 2024
- Create transparent communication strategies explaining the benefits of weeding to patrons and stakeholders by Q1 2025

3.3 Digital Collection Integration

Ensure seamless integration between physical and digital resources through unified discovery systems, cross-format recommendations, and complementary collection development strategies by Q2 2026.

4. Educational Partnerships and Collaborative Learning

4.1 Hammond School District Integration

Strengthen alignment with formal education through embedded librarian programs (Q3 2024), curriculum support (Q4 2024), teacher professional development (Q1 2025), and joint literacy initiatives (Q2 2025).

4.2 Early Literacy Foundation

Enhance developmental outcomes for Hammond's youngest residents through targeted programming, caregiver education, literacy-rich environments, and multilingual offerings with complete implementation by Q4 2025.

4.3 Workforce Development Hub

Address economic mobility through career-focused resources (Q2 2024), training programs (Q3 2024), employer partnerships (Q1 2025), and certification preparation (Q2 2025).

4.4 Small Business Support Network

Foster entrepreneurship through specialized business resources (Q3 2024), mentoring programs (Q4 2024), skill-building workshops (Q1 2025), and collaborative workspaces (Q2 2026).

5. Programming Excellence and Community Engagement

5.1 Age-Specific Programming Continuum

Develop tailored programming addressing developmental needs across all age groups with phased implementation:

- Early Childhood (0-5): Sensory storytimes, play-based learning activities, caregiver education (Q3 2024)
- School Age (6-12): STEAM challenges, reading clubs, art exploration, homework help (Q4 2024)
- Teen (13-18): Leadership development, creative expression, college/career preparation, gaming (Q1 2025)
- Adult: Lifelong learning, health education, creative pursuits, technology training (Q2 2025)
- Senior: Digital literacy, memory care programming, social connection opportunities, health topics (Q3 2025)

5.2 Dedicated Teen Space Redesign

Transform teen services by creating a specialized environment with flexible furniture, gaming systems, digital creation tools, and youth-led advisory structures by Q4 2025.

5.3 Community Cultural Programming

Celebrate Hammond's diversity through author series (beginning Q3 2024), art exhibitions (starting Q4 2024), community reads (beginning Q1 2025), and film screenings (beginning Q2 2025) that highlight diverse perspectives and experiences.

5.4 Technology Literacy Programs

Launch comprehensive digital empowerment initiatives, including personalized tech assistance (Q3 2024), specialized workshops (Q4 2024), emerging technology demonstrations (Q1 2025), and device lending programs (Q2 2025).

6. Operational Excellence and Organizational Development

6.1 Staff Professional Growth

Invest in workforce development through individualized professional development plans (Q2 2024), cross-training programs (Q3 2024), mentorship initiatives (Q4 2024), and technology education (Q1 2025).

Technology Competency Framework:

- Develop a tiered technology certification program ensuring all staff possess core digital skills by Q3 2024
- Create specialized training tracks for mobile app support, maker space facilitation, and digital privacy counseling by Q4 2024
- Implement regular technology update sessions, keeping staff current on new features and services beginning Q1 2025
- Establish peer learning communities where tech-savvy staff mentor colleagues needing additional support by Q2 2025

6.2 Collection Management Training

Develop a comprehensive staff education program focusing on evidence-based collection development practices:

Weeding Proficiency Development:

- Train all collection development staff on CREW (Continuous Review, Evaluation, and Weeding) or similar methodologies by Q2 2024
- Implement shadowing program pairing experienced selectors with new staff members by Q3 2024
- Create decision-making frameworks for challenging weeding scenarios by Q4 2024
- Develop community communication strategies explaining the importance and benefits of regular collection maintenance by Q1 2025

Selection Expertise Enhancement:

- Ensure all selectors receive training on using collection analysis tools to identify gaps and opportunities by Q2 2024
- Implement regular publisher/vendor presentations highlighting upcoming releases and trends beginning Q3 2024
- Create subject specialty areas allowing staff to develop deep knowledge in particular fields by Q4 2024
- Establish a peer review process for selection decisions encouraging collaboration and knowledge sharing by Q1 2025

6.3 Facility Optimization

Enhance physical environments to support strategic initiatives through space utilization studies (Q2 2024), universal design principles (Q3 2024), flexible meeting spaces (Q1 2025), and improved user experience elements (Q2 2025).

6.4 Data-Informed Decision Making

Strengthen evaluation practices through systematic assessment using performance dashboards (Q3 2024), standardized evaluation tools (Q4 2024), usage pattern analysis (Q1 2025), and impact storytelling (Q2 2025).

7. Implementation Timeline and Accountability

7.1 Technology Implementation Phases

Phase 1 (Q2-Q4 2024):

- Complete technical requirements gathering for mobile application
- Begin computer lab equipment assessment and replacement
- Implement initial collection analysis to identify weeding priorities
- Launch first-generation tech lending program

Phase 2 (Q1-Q3 2025):

- Release a public version of the mobile application with core functionality
- Complete the first phase of computer replacement
- Implement a systematic weeding program beginning with the highest-priority sections
- Deploy initial digital learning lab infrastructure

Phase 3 (Q4 2025-Q4 2026):

Hammond Public Library Strategic Vision

- Add enhanced features to mobile applications based on user feedback
- Expand the technology lending program
- Complete comprehensive collection refresh across all subject areas
- Launch community access point initiative

Phase 4 (Q1-Q4 2027):

- Evaluate and refine all technology initiatives
- Implement second-generation technology upgrades
- Establish continuous collection management processes
- Develop a sustainability plan for post-2027 operations

7.2 Resource Allocation Strategy

Align financial and human resources with strategic priorities through budget realignment (Q2 2024), grant development (Q3 2024), volunteer engagement (Q4 2024), and partnership leveraging (Q1 2025).

7.3 Progress Monitoring Framework

Establish accountability mechanisms ensuring implementation fidelity through:

- Quarterly progress reports to Library Board tracking initiative advancement beginning Q3 2024
- Annual community report sharing outcomes and impact metrics starting Q1 2025
- Staff-wide strategic plan review sessions fostering collective ownership beginning Q2 2025
- Biannual community feedback forums gathering input on implementation quality beginning Q3 2025
- Mid-plan comprehensive evaluation to inform adjustments for the remainder of the plan period in Q1 2026

8. Flexible Makerspace and Technology Lab Integration

8.1 Vision and Educational Goals

The Hammond Public Library will develop a versatile maker space and technology lab that catalyzes creativity, technological literacy, and collaborative learning. This multipurpose environment will support diverse activities from digital media production to hands-on crafting, accommodating users of all ages, abilities, and technological comfort levels.

Core Learning Objectives:

- Foster digital literacy and technical competency across all age groups
- Provide equitable access to emerging technologies for underserved populations
- Support project-based learning that bridges digital and physical creation
- Create collaborative opportunities between community members, schools, and local businesses
- Develop transferable skills applicable to modern workforce needs

8.2 Infrastructure and Physical Environment

8.2.1 Modular Furniture Solutions

Implement a comprehensive modular furniture system designed for maximum flexibility and rapid reconfiguration:

- **Adaptable Workstations:** Install height-adjustable tables with locking casters featuring solid birch or maple butcher block surfaces that are resistant to wear from various creative activities. Select tables arranged individually for focused work or clustered for group collaboration.
- **Mobile Storage Units:** Integrate modular storage components, including:
 - Tool storage cabinets with transparent doors for visibility of available resources
 - Material bins with clear labeling systems using both text and visual cues
 - Locking cabinets for valuable equipment and potentially hazardous materials
 - Pegboard modules for hanging frequently used tools and supplies

Flexible Seating Options: Provide diverse seating that accommodates different user preferences and activities:

- Ergonomic task chairs with adjustable features for computer work
- Standing-height stools for higher worksurfaces
- Soft seating areas for ideation and collaborative discussion
- Movable ottomans and floor cushions for younger users

8.2.2 Technology Infrastructure

Create a robust and adaptable technological backbone to support diverse digital activities:

Mobile Computing Solution: Develop a laptop-based computing environment rather than fixed desktop stations:

- Establish a laptop cart with 20 devices meeting recommended specifications (16GB RAM, 256GB SSD storage, quad-core processors)
- Implement a secure charging and storage system
- Configure devices with both standard productivity software and specialized creative applications
- Develop checkout procedures for in-library use with the potential for an extended lending program

Power Distribution: Install flexible power solutions throughout the space:

- In-surface power units with integrated USB charging
- Floor-mounted power towers for center room configurations
- Cable management systems to minimize tripping hazards and cluttered appearance

Network Connectivity: Ensure robust wireless coverage throughout the space with multiple access points to accommodate dense device usage. Supplement with wired connections for bandwidth-intensive applications.

8.3 Zoned Activity Areas

Design the space to accommodate multiple simultaneous activities through thoughtful zoning:

8.3.1 Digital Creation Zone

- Dedicated space for laptop use with appropriate power access
- The green screen area for video production
- Audio recording station with sound-dampening features
- Large monitor for collaborative work and presentations

8.3.2 Fabrication and Prototyping Zone

- Workspace for 3D printers with appropriate ventilation
- Dedicated table for electronics and circuit exploration
- Stations for hand tools and light construction
- Storage for materials and works in progress

8.3.3 Collaborative Learning Area

- Configurable seating for workshops and classes
- Interactive whiteboard or projection system
- Storage for educational materials and facilitator resources
- Flexible boundary system to create semi-private space when needed

8.4 Accessibility and Universal Design

Implement universal design principles to ensure the space is accessible and usable by all community members:

- Create clear pathways with a minimum 36" clearance for wheelchair navigation
- Ensure adequate turning radius (60") in activity areas
- Provide adjustable-height work surfaces accommodating seated and standing users
- Install task lighting to supplement ambient lighting for detail work
- Create visual and tactile wayfinding cues throughout the space
- Incorporate acoustical considerations to manage noise levels

8.5 Implementation Timeline

Phase 1: Planning and Design (Q2-Q3 2024)

Hammond Public Library Strategic Vision

- Conduct community needs assessment with a special focus on creative technology interests
- Form an advisory committee including educators, makers, and accessibility advocates
- Develop detailed space plans and furniture specifications
- Identify technology requirements and evaluate laptop options

Phase 2: Infrastructure Preparation (Q4 2024)

- Modify existing space, including electrical upgrades and network enhancements
- Address ventilation requirements for specific maker activities
- Install modular furniture systems and storage units
- Establish safety protocols and training procedures

Phase 3: Technology Integration (Q1 2025)

- Procure and configure laptop fleet with necessary software
- Install specialized equipment, beginning with high-demand items
- Develop reservation system and usage policies
- Train staff on equipment operation and troubleshooting

Phase 4: Program Launch and Expansion (Q2 2025-Q4 2027)

- Begin introductory programming to familiarize the community with available resources
- Collect user feedback to guide iterative improvements
- Expand equipment and capabilities based on demonstrated needs
- Develop advanced workshop curriculum for regular users

8.6 Resource Management and Sustainability

8.6.1 Staffing Considerations

- Designate a Makerspace Coordinator responsible for operations and program development
- Train all public service staff on essential makerspace tools and troubleshooting
- Develop a volunteer program to expand available assistance during peak times
- Partner with local experts for specialized workshops and demonstrations

8.6.2 Budget Planning

- Allocate initial capital investment of approximately \$75,000-\$100,000 for furniture, equipment, and technology
- Establish an annual operational budget of \$15,000-\$25,000 for materials, maintenance, and program support
- Explore grant opportunities specifically targeting STEAM education and digital equity
- Investigate partnership opportunities with local businesses for equipment donations or sponsorships

8.6.3 Safety and Operation Procedures

- Develop comprehensive safety manuals for both staff and patrons
- Install appropriate safety equipment, including first aid supplies and eye wash stations
- Create clear signage regarding the proper use of equipment and materials
- Implement regular maintenance and inspection schedules for all equipment

8.7 Measuring Success and Continuous Improvement

- Track usage statistics, including visitor counts, equipment utilization, and program attendance
- Conduct quarterly user surveys to assess satisfaction and gather improvement ideas
- Document and share project outcomes through physical and digital displays
- Perform annual evaluation of technology needs and refresh equipment as necessary

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-8000 COMMUNITY RELATIONS

The Hammond Public Library shall cooperate with community agencies in the mutual development of programs, exhibits, and other educational and recreational activities designed to enrich the quality of community life.

BP 8001 SOLICITING FUNDS FROM LIBRARY PERSONNEL

PURPOSE

The purpose of this Board Policy is to outline the appropriate manners in which funds may be solicited from library staff.

SOLICITATION

The Director shall approve distribution of information about and arrangements for solicitation of funds for worthwhile area charities. Participation of library personnel shall be voluntary.

No person or organization representing public or private organizations shall be permitted to make personal solicitation for gifts or money from library personnel on library property.

SEE ALSO:

AR 1418 Staff Gift Fund

AR 1510 Blue Jean Fund

BP 8002 AD HOC ADVISORY COMMITTEES

PURPOSE

The purpose of this Board Policy is to outline the need and the use of temporary committees for advising the Board of Library Trustees.

AD HOC COMMITTEES

When there is a definite function to be performed, ad hoc advisory committees may be established by the Board of Library Trustees.

These ad hoc advisory committees shall be appointed primarily to advise the Board on specific matters.

Appointment of these advisory committees shall be made by the Board. Board members shall be ex-officio members of all ad hoc committees.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-8003 PROGRAMMING and COMMUNITY RELATIONS POLICY

One of the Continuing Goals of the Library is to arrange or present programs that meet the interests of all age groups. HPL is committed to working with community agencies in collaboration of program design. These efforts will provide recreational, cultural and/or informational activities by the Library and its community cohorts to sponsor these initiatives for young people and adults alike.

Library program activities have a number of purposes:

- promote lifelong reading and learning
- introduce and extend the use of the collection
- publicize the Library and attract new users
- expand cultural awareness
- provide an opportunity for community sharing
- broaden public awareness of vital issues

In addition to considering patron needs and interests, the frequency of programs and the continuation of community collaboration will be evaluated in relation to marketing, staffing, funding, and the other goals and objectives that meets the service needs of the Library.

See also:

BP 7000 Strategic Plan
AR 7000 Programming

Policy adopted September 27, 1990, Revised 7/22

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-8004

OUTSIDE FUNDS

The Library will seek grants and gift funds to augment public tax support for special projects and materials. Grant applications will include costs to administer the project during the funding period. Continuation of the project after the funding period will be a prime consideration in seeking grants.

A Library Future Committee, comprised of Board, staff and representatives from the public, will seek gift funds for special projects and materials. Gift funds will be solicited from the general community and deposited in the Library's Gift Fund.

The Library Board will approve all applications for grants and projects to raise gift funds.

Those businesses or individuals who have been awarded contracts by the Library during the previous 12 months shall not be solicited.

BP 8005 SOCIAL MEDIA POLICY

In keeping with the Hammond Public Library's mission of "connecting people, information, and ideas," the Library participates on various social media websites and apps whereby library staff and community members can interact through virtual (Internet) communication. These resources allow members of the community access to the resources of the Hammond Public Library without mandating a visit to the physical library. The Hammond Public Library regards social media resources in the same way as its other information resources in accordance with its mission of serving Hammond's need for informational, educational, cultural and recreational pursuits. Social media websites and apps can include, but is not limited to: Facebook, Instagram, X, Tumblr, YouTube, TikTok and Pinterest.

While the primary administrators of social media sites is the Marketing Coordinator, any or all of the following staff members may have additional access:

- Director
- Assistant Director
- Division Heads
- Youth Librarians
- Young Adult Librarian
- Information Services Librarians
- Events Coordinator

The Administrators of the Library's social media site(s) will follow the guidelines below in moderating the space. These are in addition to the guidelines that can be found in BP 5307 INTERNET SAFETY AND COMPUTING RESOURCES POLICY.

CONTENT

Content is posted by one or more administrators. The Hammond Public Library's social media sites may contain information about library programs and services, materials owned by the library, and community issues/events. There may also be information pertaining to authors and their works, movies and music that may be of interest to patrons. Information may also be shared from other community pages pertaining to Hammond and its surrounding area.

The Hammond Public Library's page may be linked to other pages. The Library has no control of the content over the content of those pages.

COMMENTS

All comments posted on social media site(s) will be screened by one or more administrators. Comments that are deemed inappropriate for a public space will be deleted. This can include (but is not limited to) any of the following:

- Obscene or racist content
- Personal attacks, insults, or threatening language
- Potentially libelous statements
- Plagiarizing or copy-written material
- Comments totally unrelated to the content of the forum
- Hyperlinks to material that is not directly related to the discussion

- Commercial promotions or spam
- Organized political activity
- Photos or other images that fall in any of the above categories

Users who post repeated or persistent comments falling under the above categories may be banned from the Library's social media sites.

DISCLAIMER

The Hammond Public Library assumes no liability regarding any event or interaction that takes place by any participant in any Library-sponsored social media service, and does not endorse or review content outside the "pages" created by Hammond Public Library staff. The Library also does not endorse any opinions, services, graphics, or advertisements available for viewing on social media sites. The Library strongly encourages parents and guardians to supervise their children's use of social media sites.

See Also:

BP 5307 INTERNET SAFETY AND COMPUTING RESOURCES POLICY

Disclaimer

The Hammond Public Library assumes no liability regarding any event or interaction that takes place by any participant in any Library-sponsored social media service, and does not endorse or review content outside the "pages" created by Hammond Public Library staff. The Library also does not endorse any opinions, services, graphics, or advertisements available for viewing on social media sites. The Library strongly encourages parents and guardians to supervise their children's use of social media sites.

BP 8010 - Meeting and Study Rooms including Exhibit Display Spaces

Purpose

The purpose of the administrative *Board* policy is to cultivate organizational efficiency with procedures that ensure effectiveness. For efficiency, the *Library* is responsible for developing consistent guidelines for adequate service operations.

Guidelines that Involve the Reservation of Meeting and Study Rooms including Exhibit Displays

In collaboration with the American Library Association (ALA), the *Library* advocates and endorses ALA's Library Bill of Rights and its subsequent revisions and interpretations. The *Library* also encourages research and study by maintaining a public service environment that is conducive to lifelong learning, reading and literature. These guidelines have been established to affirm that the *Library* seeks to serve as a community forum for information and ideas.

The following guidelines have also been established to guide service operations and meet the diverse needs of the community:

- 1) The meeting and study rooms including exhibit display spaces shall not constitute the *Library's* advocacy or endorsement of viewpoints expressed by the individual, group or organization;
- 2) The community of library users shall be expected to behave in an appropriate, courteous and responsible manner to preserve the facility, environment and its collection;
- 3) The *Library* shall reserve the right to determine and regulate the nature and extent of its use and / or involvement by declining, changing or canceling requests for meeting and study rooms including exhibit display;
- 4) Individuals, groups and organizations shall agree to indemnify, defend and hold harmless the *Library* and its agents, officers personnel and patrons from and against claims, costs, demands, expenses, suits, actions that arise, result and accrue from negligence or misconduct on behalf of the exhibitor including:
 - a) Omission or errors of the individual, group or organization that results in or relate to injury or damage to person or property that may arise out of, or be caused either proximately or remotely, wholly or in part, from the individual's, group's or organization's use of meeting or study rooms including exhibit display space
- 5) Groups and organizations shall be allowed to use rooms and display exhibits for civic, cultural, educational or intellectual activities;
- 6) Rooms shall be used for meetings and events including *Library* sponsored or co-sponsored programs;
- 7) Failure to comply with policy and procedures related to meeting and study rooms including exhibit display space may result in the denial of subsequent requests;
- 8) Meeting rooms including its exhibit display space shall prohibit activities related to private individuals and / or commercial purpose that involve products or services including private social occasions;
- 9) Study rooms shall also restrict activities related to commercial involvement that relates to products or services including private social occasions;
- 10) Responsible parties for meeting room applications and study room occupants shall be financially responsible and liable for damages to meeting or study rooms including exhibit display space as a result of use; and
- 11) Responsible parties that reserve meeting or study rooms assume full liability and responsibility for the conduct of its attendees

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 8011 COMPUTER TRAINING LAB – RENTAL FEE SCHEDULE

The Computer Training Laboratory of the Hammond Public Library, 564 State Street, is available to organizations for the sole purpose of instructional classes. A reservation form is required and proper identification, including a Hammond Public Library card, must be presented at the time of the request. The room may be reserved for a minimum of three hours, with the use of ten (10) computers. The cost for the use of the Computer Lab is \$150.00 for a three hour session. Additional hours are \$50.00 per hour.

An authorized representative of the group reserving the Computer Lab must remain on the premises throughout the period for which it is reserved, or until the meeting ends. The room must be restored to its original clean condition. Users of the Computer Lab agree to pay for any damages to Library property.

To reserve the Computer Training Lab, a completed and signed meeting room Reservation Form must be submitted for approval at least two weeks in advance of the event. A \$50.00 non-refundable fee must be submitted at the time of the application. The following guidelines apply:

- (a) the remaining \$100.00 must be paid one week prior to the class session
- (b) a responsible administrator must be present at the time of the class session
- (c) cancellation notices must be presented in writing (to the Circulation Desk of the Main Library) at least 48 hours prior to the class session
- (d) groups using the lab shall be liable for all damages , expense and loss of equipment including theft and property loss by any person who attends the scheduled session

Absolutely no food or drink is permitted in the Computer Lab. It is incumbent upon the group administrator to inform the Circulation Desk of when the room is vacated. Any time beyond the scheduled time will be charged in increments of ½ hour.

BP 8015 EXAM PROCTORING POLICY

Distance Learning and Correspondence Courses are increasingly popular methods of obtaining advanced education, and are often the only way citizens can complete specialized programs of study locally and in a cost-effective manner. The Hammond Public Library agrees to cooperate with institutions of higher learning in providing exam proctoring services as a courtesy to area residents to support their lifelong learning goals. The Hammond Public Library does not charge fees for the staff required to proctor examinations, but greatly appreciates donations in support of the Library's collections and services.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-8020 NO SMOKING POLICY

In keeping with the health and well-being of our community and work environment and in compliance with the Indiana Code (I.C. 16-14-37-2), the smoking of tobacco or any other substance is prohibited in all municipal buildings; cities and schools.

The Hammond Public Library and its branch locations shall prohibit smoking on its property (entryways and parking lots) by employees, patrons, and visitors.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP-8022 LOITERING AND UNAUTHORIZED SOLICITATION OF MATERIALS

Loitering and solicitation of unauthorized materials is prohibited at all Hammond Public Library locations. Patrons visiting the Hammond Public Library locations are encouraged to utilize our facilities to address questions, concerns, attend community events and programs. The dissemination of material or propaganda is strictly prohibited.

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 8025 FRIENDS OF THE HAMMOND PUBLIC LIBRARY POLICY

The Board of Trustees of the Hammond Public Library looks upon Friends of the Hammond Public Library as an extremely worthwhile community organization which greatly benefits the Library. The Friends of the Hammond Public Library is a volunteer group organized to benefit the Library by raising extra funds, sponsoring programs, cultural events and exhibits, and raising community awareness of the Hammond Public Library.

The Board of Trustees acknowledges that the Friends of the Library is an organization separate and apart from the Hammond Public Library, and that the Friends of the Library has its own Board, goals, and purposes.

The Friends of the Hammond Public Library is distinct and separate from the Library and neither the Friends of the Library as an organization nor any member or participant thereof may assume any liability or take or authorize any act on behalf of the Hammond Public Library.

Because Friends of the Hammond Public Library is an organization solely of volunteers distinct and separate from Library personnel, no Library personnel shall be required to perform any duty or take any action on behalf of the Friends of the Library, except that Library staff members may act in an advisory capacity for Friends activities. Library staff, with permission of the Library Director, may perform Friends computer tasks, computer printing, copying as assigned by the Library Director, or collecting book sale funds when volunteers are not present.

Operating expenses of the Hammond Public Library are provided through allocation of tax monies which are audited by state auditor. Friends' funds and Library funds shall not be co-mingled or integrated, except that gifts from Friends may be accepted by the Library, whereupon said gifts shall become solely the funds of the Library but shall be expended for the specific purpose for which the gift or donation has been made by the Friends. In the event the Hammond Public Library becomes the manager or caretaker of any Friends funds, those funds shall be kept as separate "funds" for audit and bookkeeping purposes.

Complete advance information regarding all Friends of the Hammond Public Library projects and public relations programs on behalf of the Hammond Public Library shall be provided to the Library Director and the Library Board of Trustees of the Hammond Public Library.

The Hammond Public Library agrees that withdrawn materials will become the property of the Friends to sell in the Booksale Room at Main Library and at a designated location at the branch buildings.

BP 8030 PATRON BEHAVIOR POLICY

Behavior standards are provided to encourage a welcoming, pleasant, and safe environment for all patrons. The following guidelines for patron conduct are essential to ensure respect for individuals who use this public facility.

Patrons are encouraged to utilize the Hammond Public Library's resources and services to address their informational concerns. Our mission is to provide free and equal access to information, knowledge, and independent learning. We encourage our patrons to utilize this facility as a place of study and inquiry, and welcome their participation in Library programs.

The Library Board of Trustees is responsible for determining the rules for public behavior in the Library; that are necessary to protect the rights of individuals to use Library property, materials, and services. These guidelines are established to protect the rights of Library employees and volunteers to conduct Library business without interference; to preserve Library materials and facilities from harm; and to ensure the safety of Library patrons, employees, and volunteers. Adults and children are expected to adhere to the Library's Patron Behavior Policy.

For the safety and comfort of children, a responsible adult or caregiver should accompany children while they are using the Library.

Due to an abundance of large personal items and packages brought into the Library, and to the need of patrons to retrieve these items in an emergency situation, the Measuring Container has been created. Its purpose is to ensure that safety-exiting precautions, in the event of an emergency are followed expeditiously. Any items that exceeds the capacity of the Measuring Container will be prohibited.

INCIDENTS OF PROBLEM BEHAVIOR

Behavior problems are defined as any disruptive actions that interfere with the rights of others to enjoy the Library's resources and services, or interfere with the work of Library employees.

DISORDER

The Library reserves the right to eject or refuse further admission (until such time as they meet with the Board of Trustees) to those individuals who display inappropriate behavior, threatening behavior, or actions or behavior that may violate the rights of the staff or Library users, or create disorder on Library property, including any of the following:

- Any situation in which the actions of a person present an imminent danger to the life or safety of others on Library property, or
- Any situation in which a person is observed in an attempt to steal Library property or that of another Library user or employee, or to maliciously destroy Library property, or
- Any situation in which a person willfully and purposefully disturbs the staff or other Library users or whose behavior is in any way disruptive to the legitimate use of Library facilities by others, or

- Any situation in which a person's behavior is threatening, damaging, harmful, or inappropriate to the use of a Library building facility or outside grounds for the purposes for which it is legally constituted.

DEFINITIONS OF INAPPROPRIATE BEHAVIOR

Inappropriate behavior includes but is not limited to:

- Neglecting to provide proper supervision of children
- Loitering (not utilizing the Library for intended library purposes)
- Sleeping
- Smoking
- Eating and drinking except where permitted
- Gambling
- Begging/panhandling
- Voyeurism
- Unwanted sexual advances
- Public indecency
- Failing to wear shoes and clothing which substantially covers the torso; Wearing inappropriate, suggestive or excessively revealing clothing that is disruptive and interferes with staff and others' use of the Library will be asked to leave the premises
- Exhibiting a pervasive odor that unreasonably interferes with staff and others' use of the Library
- Molestation
- Solicitation for unlawful purposes
- Using obscene language/high volume (loud) disruptive conversations
- Using threatening or abusive language
- Fighting
- Carrying a weapon (other than a lawfully allowed firearm)
- Public intoxication
- Possessing alcohol or illegal drugs
- Vandalism
- Misuse of Library computer resources
- Violating any Federal , State or Local laws, codes, or ordinances

THREATENING BEHAVIOR

Threatening behavior includes an expressed or an implied threat to interfere with an individual's health or safety, or with the property of the Library, or property belonging to others on Library premises, which causes a reasonable apprehension or fear that such harm or injury is about to occur. Examples of threatening behavior include, but are not limited to:

- Direct or indirect threats of harm or injury
- Words or gestures which create a reasonable fear of harm or injury
- Prolonged or frequent shouting which creates a reasonable fear of harm or injury
- Failure to comply with posted pandemic guidelines such as wearing protective face masks and social distancing

PUBLIC MEETINGS

Intentional display of firearms during any public meetings held in the Library including Library Board meetings is prohibited.

VIOLATORS

Individuals who violate these policies may be ejected from the Library premises and may be subject to suspension of Library privileges, or when appropriate, may be subject to arrest. Repeated violators and/or those who refuse to leave the premises for violation of behavioral policies will be subject to arrest and prosecution of the Indiana criminal trespass laws. Records of violators are maintained by the Library.

Policies and rules regarding inappropriate behavior are prominently posted in public area in the Library building.

COMPUTER USE STANDARDS

Acceptable practice standards for use of computer resources and equipment are posted on the Library's web page (<http://www.hammond.lib.in.us/assets/board-policies.pdf>). This document is also accessible at the Information Services desk and Youth Services desk for public review.

See Also:

AR 5701 GUIDELINES FOR PUBLIC COMPUTING RESOURCES

AR 5703 CHILDREN AND THE INTERNET

AR 5707 WIRELESS ACCESS

AR 9501 PATRON VIOLATION PROCEDURES

BP 4112 PANDEMIC POLICY

BP 5307 INTERNET SAFETY AND COMPUTING RESOURCES POLICY

HAMMOND PUBLIC LIBRARY
Hammond, Indiana

BP 8031

PROJECT SAFE PLACE

All locations of the Hammond Public Library will be a part of the Project Safe Place network administered by the Crisis Center, 101 North Montgomery Street, Gary, Indiana.

BP 8040 STAFF BEHAVIOR POLICY

Behavior standards are provided to encourage a welcoming, pleasant, and safe environment for staff and patrons. The following guidelines for staff conduct are essential to ensure respect for co-workers and individuals who use this public facility.

The Library's mission is to provide free and equal access to information, knowledge, and independent learning. While fulfilling this mission, employees have a right to work in an environment free from conduct which can be considered harassing, intimidating, hostile or offensive.

The Library Board of Trustees is responsible for determining the rules for staff behavior in the Library. These guidelines are established to protect the rights of Library employees and volunteers, to conduct Library business without interference; to preserve Library materials and facilities from harm; to ensure the safety of Library patrons, employees, and volunteers; and to ensure high quality, professional services to all patrons.

INAPPROPRIATE AND THREATENING BEHAVIOR

Library employees are subject to the same standards of behavior and computer use standards as described in BP 8030 PATRON BEHAVIOR POLICY.

STAFF CONDUCT

In addition to detrimental behaviors listed in BP 8030, employees of the Library are expected to make every effort to provide the most effective service, guidance, and directions in a polite, helpful, and professional manner.

Staff Conduct should include but is not limited to:

- Provide unbiased and courteous responses to all requests.
- Greet and address patrons in a warm and friendly manner.
- Be as informative and accommodating as possible to patron requests. No patron should be turned away unless all avenues have been explored.
- There may be times when assigned desk staff must leave the public services desk to assist a patron. Other departmental staff members will continually monitor the desk so that patrons are not left waiting for assistance.
- Staff members will not pass any information, tell, or make judgement on or about any patron.
- Staff may not discuss or reveal confidential library information to anyone under any circumstances, except within the scope of their duties.
- Staff members are to treat their fellow staff with the same professionalism, courtesy, and friendly manner as we expect to be given to our patrons.
- Do not discuss personal or personnel issues in public areas of the library. When you are on the clock, your professional duties take precedent over your personal beliefs and issues.

VIOLATIONS

Library employees who do not adhere to the Staff Behavior Policy are subject to disciplinary action. The Library agrees with the tenets of progressive and corrective discipline to improve employee behavior and/or performance and to discipline employees. Maintenance of discipline is the sole and exclusive responsibility of the Library.

See Also:

Union Contract Article VI Discipline

AR 1007 PERSONAL APPEARANCE & HYGIENE

AR 1414 GRIEVANCE PROCEDURE

AR 1421 DISMISSALS

AR 1422 SUSPENSION HEARING

AR 1426 DISCIPLINE

AR 5702 GUIDELINES FOR STAFF COMPUTING RESOURCES

AR 5707 WIRELESS ACCESS

BP 4111.1 DISCIPLINE

BP 5307 INTERNET SAFETY AND COMPUTING RESOURCES POLICY

BP 8030 PATRON BEHAVIOR POLICY