

## **POLICY: HARASSMENT AND LEWD BEHAVIOR**

Patrons and staff of Yorktown Public Library have the right to enjoy an environment free from harassment or lewd conduct. Harassment is defined as persistent and unwelcome conduct or actions. Sexual harassment includes unwelcome sexual advances, unwelcome requests for sexual favors, unwelcome physical contact of a sexual nature, or unwelcome verbal, nonverbal, or physical conduct of a sexual nature.

Anyone, including patrons, who harasses staff or another patron will be asked to leave the library and a report will be filed with the director. Repeated acts of harassment or acts that appear to have the potential to escalate into violent or illegal actions will also be reported to Yorktown Police Department.

Lewd acts, sexual misconduct, and sexual harassment are not acceptable actions. Those who commit acts, such as teenagers who “make out” in the library will be given one warning and then asked to leave. The Library staff may also contact a parent regarding any behavior found to be lewd or unacceptable. Serious acts involving minors will be reported to Yorktown Police Department. All acts of sexual harassment will be also reported to the director for investigation.