

Nappanee Public Library has **zero tolerance** for abuse and will not tolerate the mistreatment or abuse of customers by employees of Nappanee Public Library. Any mistreatment or abuse by an employee or volunteer will result in disciplinary action, up to and including termination of employment or volunteer service. Further, Nappanee Public Library will fully cooperate with law enforcement throughout the investigation and resolution of mistreatment or abuse incidents.

Nappanee Public Library has **zero tolerance** for abuse, mistreatment, or sexual activity among customers within Nappanee Public Library. Nappanee Public Library is committed to providing all customers with a safe environment and will not tolerate the mistreatment or abuse of one customer by another customer. Conduct by customers that rises to the level of abuse, mistreatment, or sexual activity will result in intervention or disciplinary action, up to and including, banning from the Library.

In addition, Nappanee Public Library will not tolerate any behavior that is classified under the definition of bullying, and to the extent that such actions are disruptive, Nappanee Public Library will take the necessary steps to eliminate such behavior.