

**OHIO LIBRARY COUNCIL
ANTI-HARASSMENT POLICY**

Amended May 13, 2016

The OLC does not tolerate any form of illegal harassment of staff or members by staff or members. Any form of harassment which violates federal, state or local law, including, but not limited to, harassment related to an individual's race, religion, color, sex, sexual orientation, national origin, pregnancy, age, or disability, is a violation of this policy and will result in disciplinary action, up to and including termination of employment for staff or termination of membership for members.

Sexual harassment is a specific form of misconduct that is prohibited by this policy. While not easy to define, harassment certainly includes unwelcome actions, statements – either in person or via any form or electronic communications (including social media) – request for sexual favors, and any other verbal or physical conduct of a nature such as uninvited comments or physical contact that create an intimidating, hostile, or offensive environment. Harassment – either sexual or on any other prohibited basis – also can take other forms such as words, signs, jokes, teasing, offensive cartoons, e-mails, statements, writings, intimidation, phone calls, physical assaults or violence.

As a professional association, the OLC is strongly committed to diversity, equity, and the free expression of ideas. The OLC supports the value of civil discourse and the free exploration of competing ideas and concepts – with a fundamental respect for the rights, dignity, and value of *all* persons. Within the context of OLC policy and the professional practices of librarianship, the critical examination of beliefs and viewpoints does not, *by itself*, constitute hostile conduct or harassment. Similarly, use of sexual imagery or language in the context of a professional discussion *might not* constitute hostile conduct or harassment.

Situations involving any form of harassment should be reported immediately to the OLC Executive Director or President. Reported incidents will be promptly investigated according to procedures approved by the OLC Board of Directors. Respect for the individual is a paramount concept at the OLC, which is dedicated to instituting the most effective anti-harassment policy possible.

All employees and members are responsible for the effective administration of this policy. Anyone who is aware of harassment has an obligation to report it to management. No employee or member who makes a report or who participates in an investigation under this policy will be retaliated against.

The OLC will keep all harassment reports as confidential as possible. All reports will be investigated promptly and corrective action will be taken where appropriate. Also, anyone who makes a false report of harassment will be subject to corrective action, up to and including termination of employment or membership.