

Randall Library – Stow, MA
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Anti Bullying Policy

Anti-Bullying Policy for Randall Library

The Randall Library Board of Trustees and staff consider bullying unacceptable and will not tolerate it under any circumstances. In an effort to create an inviting environment for patrons and staff the following policy related to bullying has been adopted. Any patrons found in violation of this policy will be asked to leave the library and may be subject to criminal investigation.

The Randall Library defines bullying as persistent, malicious, unwelcome, severe and pervasive mistreatment that harms, attempts to intimidate, offends, degrades or humiliates an individual whether verbally or physically. Examples of bullying include:

- Staring, glaring or non-verbal demonstrations of hostility.
- Stalking. Which includes physically following or invading another's personal space which results in an individual becoming physically or emotionally effected by the unwanted attention.
- The use of social media or online communication to demean or abuse an individual.
- Making physical gestures about an individual in a demeaning way.
- Encouraging others to turn against the targeted individual.
- Unwelcome touching or unconsented-to touching.
- Unreasonable interference with an individual's free use of the library.
- Use of verbal abuse, derogatory remarks, insults or epithets aimed at an individual.

Early reporting and intervention have proven to be the most effective methods of resolving incidents of bullying. The Randall Library Board of Trustees encourages prompt reporting of incidents of bullying in order for constructive action to be taken. Patrons are encouraged to report incidents of on-site bullying to library staff members so that they can deal with the situation and report them to the Board of Trustees, Town Administration and local law enforcement as needed.

Individuals who believe that they have been subjected to bullying conduct while in the Randall Library owe it to themselves and others to promptly advise the offender that his or her behavior is unwelcome and request that the behavior immediately stop and request help as needed.