**PURPOSE**

The Harris-Elmore Public Library and its Genoa Branch have a number of Book Discussion Groups that fit diverse schedules and interests. As such, we are committed to providing a friendly, safe and welcoming environment for all, regardless of gender, gender identity, sexual orientation, ability, ethnicity, socioeconomic status, and religion (or lack thereof).

These rules and code of conduct outline our expectations for all those who participate in any of our Book Discussion Groups, as well as the consequences for unacceptable behavior.

Members of any of the Book Discussion Groups affiliated with the Harris-Elmore Public Library and its Genoa Branch are required to adhere to the rules and expectations below, as well as those set forth in the Harris-Elmore Public Library Patron Code of Conduct.

**BOOK DISCUSSION RULES & CODE OF CONDUCT**

* Book groups are sponsored by the library and will thereby be led by a staff member of the library unless the library extends an invitation for another individual to do so on their behalf.
* The library will secure a location for the meetings to take place. This can also include creating and hosting the meeting via online venues, (i.e. ZOOM) unless the library extends an invitation for another individual to do so on their behalf.
* Books for the year are chosen based on the suggestions of the group. In the Fall, Group Leaders will ask for book suggestions from the group. They will compile a list from those suggestions and weed out those that cannot be obtained in bulk for group reading. Each individual Book Discussion Group will then decide if the list compilation is sufficient for the year or if they choose to vote on specific books.
* Group leaders will make every effort to include all members in discussion. So please refrain from monopolizing discussions or interrupting other members whilst they are speaking. Only group leaders can interrupt to shift topics, ask for additional participation, or to provide conduct reminders.
* We try to keep our book choices from being overtly religious or political in nature, but if discussion veers into those areas we need to keep it respectful and non-partisan. No bashing of other people's beliefs or ethics.
* Exercise consideration and respect in your speech and actions
* Attempt collaboration before conflict
* Refrain from demeaning, discriminatory, or harassing behavior and speech
* Be mindful of your surroundings and of your fellow participants. Alert book club leader if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.
* Please participate in an authentic and active way. In doing so, you contribute to the longevity of the group.

**Unacceptable Behavior**

**Unacceptable behaviors include:** intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech or actions by any Book Discussion Group member, at all related events and in one-on-one communications carried out in and out of the context of book discussion business.

**Harassment includes:** harmful or prejudicial verbal or written comments related to gender, sexual orientation, race, religion, disability; inappropriate use of nudity and/or sexual images in public spaces (including presentation slides); deliberate intimidation, stalking or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact, and unwelcome sexual attention.

**Consequences of Unacceptable Behavior**

Unacceptable behavior from any Book Discussion Group Member will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. If a Book Discussion Group Member engages in unacceptable behavior in or outside of book club, the Group Leader may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from the club without warning.

If you are subject to or witness unacceptable behavior, or have any other concerns, please notify the Group Leader as soon as possible

**Addressing Grievances**

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify the Group Leader with a concise description of your grievance. Your grievance will be handled accordingly with the Library Director.

We expect all Book Discussion Group Members to abide by this Code of Conduct in all community venues—online and in-person—as well as in all one-on-one communications not just pertaining to book club business.

**Addendums for Book Discussion Groups**

**Small Town Pride Book Club**

All attendees must follow the Harris-Elmore Library’s general Code of Conduct for Book Clubs, as well as this Addendum Code of Conduct unique to Small Town Pride Book Club.

**Aim**

​Small Town Pride Book Club would like to provide a welcoming space where attendees feel comfortable and safe from harm. We have therefore agreed the following code of conduct to be adhered to by all attendees.

 **Respect**

 Allow others the opportunity to join in and talk if they wish to but respect their right to not join in/talk if that is what they prefer. Everyone has the right to not answer personal questions. Respect that Small Town Pride Book Club has a diverse group of attendees so their thoughts, opinions and experiences may differ from yours.

**Discrimination/Abuse**

 Any kind of behavior that exhibits prejudice, whether or not it is directed at any specific person, will not be tolerated. This includes making assumptions about people, implying their inferiority or treating them with less respect, on the basis of any characteristic associated with marginalization, oppression or discrimination.

 This includes but is not restricted to discrimination of individuals due to their: age, disability, body shape/size, gender history, marital/civil-partnership status, pregnancy/maternity/paternity status, race, religious or philosophical belief, gender, sex, sexual orientation, color, nationality, ethnic origin, social class/caste, asylum/immigration status, mental health, political affiliations, viral status, health status, care responsibilities or criminal conviction.

Discrimination is often something we do without thinking about it. Please be aware that you can hurt people unintentionally and listen if you are asked to stop or change the words you are using. Repeated discrimination or abuse after being asked to stop will lead to removal from further book club meetings.

 **Confidentiality**

 Please respect all the privacy of all attendees, members and organizers. Other people may not be out about their orientation or other personal matters. Attendees may be out to some but not all of the people in their life. Do not out people without their permission.

**Safe Space**

Small Town Pride Book Club is intended to be a safe space for anyone. Therefore, attendees are asked to be conscious about the needs and feelings of other members. Minors may attend book club and should be welcomed. When minors are present, other adult attendees are asked to be mindful of their language and the subject matter of discussion.

**Group Leader Contact Information**

Elmore Book Discussion: Jennifer Fording (419) 862-2482

Read Between the Wines: Bekkir Barbier (419) 855-3380 ext. 203

Small Town Pride Bekkir Barbier (419) 855-3380 ext. 203

Genoa Morning Book Discussions: Ariel Gresh (419) 855-3380 ext. 201

Genoa Evening Book Discussions: Meghan Peiffer (419) 855-3380 ext. 203

True Crime Tuesdays: Meghan and Tricia (419)-855-3380 ext. 203