



STRENGTHENING OKLAHOMA LIBRARIES, LIBRARY SERVICES AND LIBRARIANSHIP SINCE 1907

Code of Conduct Policy

The Oklahoma Library Association is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, or religion.

Harassment will not be tolerated in any form at an OLA in-person or online event. Harassment includes offensive verbal comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, harassing photography or recording, sustained disruption of programs, or other events, inappropriate physical contact, and unwelcome sexual attention. Harassment and sexist, racist, or exclusionary jokes are not appropriate for Oklahoma Library Association events. Anyone asked to stop any harassing behavior is expected to comply immediately.

Anyone violating these rules may be sanctioned or expelled from the event and may be prohibited from attending any future events at the discretion of the association leadership. For online events, OLA leadership are expected to follow security protocols to avoid being targeted for "Zoombombings" or other repugnant behavior. OLA leadership may remove a participant from an online event at any time if that participant is violating these rules.

Anyone being harassed, witnessing someone else being harassed, or having any other concerns, should contact president@oklibs.org, webmaster@oklibs.org, governance@oklibs.org, membership@oklibs.org or any OLA Executive Board members in attendance at the event (refer to <https://www.oklibs.org/page/OLALeadership> for current roster). OLA leadership will help the individual(s) contact local law enforcement, contact venue security and provide escorts for in-person events, or otherwise assist those experiencing harassment to feel safe for the duration of the event. OLA values your participation.

Everyone is expected to follow this policy at all Oklahoma Library Association in-person and online events.

Approved by the OLA Executive Board, October 16, 2020