

Cheektowaga Public Library (CPL)

Anna M. Reinstein Memorial Branch

Julia Boyer Reinstein Branch

Ethics Policy

The CPL is dependent on the trust of its community to successfully achieve its mission. Therefore, it is crucial that all Board Members, Employees, and Volunteers, as defined in the Bylaws, conduct business on behalf of the CPL with the highest level of integrity avoiding any impropriety or the appearance of impropriety.

Guiding Principles:

1. Board Members, Employees, and Volunteers shall uphold the integrity of the Cheektowaga Public Libraries and shall perform their duties impartially and diligently.
2. Board Members, Employees, and Volunteers shall not engage in discrimination of any kind including that based on gender, race, color, national origin, ancestry, religion, creed, age, disability, familiar status, marital status, pregnancy, sexual orientation, gender identity, military status, genetic predisposition, arrest or conviction status, domestic violence victim status, or any other basis protected by federal, state or local law.
3. Board Members, Employees, and Volunteers shall protect and uphold library patrons' right to privacy in their use of the library's resources.
4. Board Members, Employees, and Volunteers shall not knowingly act in any way that would reasonably be expected to create an impression among the public that they are engaged in conduct that violates their trust as Board members or Key Employees.
5. Board Members, Employees, and Volunteers shall not use or attempt to use their position with the Libraries to obtain unwarranted privileges or advantages for themselves or others.
6. Board Members, Employees, and Volunteers shall not be swayed by partisan interests, public pressure, or fear of criticism.
7. Board Members, Employees, and Volunteers shall not denigrate the organization or fellow Board members or Key Employees in any public arena.

2580 Harlem Road, Cheektowaga, NY, 14225, 716.892.8089

1030 Losson Road, Cheektowaga, NY, 716.668.4991



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8. Board members shall distinguish clearly in their actions and statements between their personal philosophies and attitudes and those of the institution, acknowledging the formal position of the Board even if they personally disagree.
9. A Board member shall respect the confidential nature of library business while being aware of and in compliance with applicable laws governing freedom of information.
10. Board members shall be prepared to support to the fullest, the efforts of librarians in resisting censorship of library materials by special interest groups or individuals.
11. Board members who accept appointment to a library board are expected to perform all the functions of Library Board members.
12. Board members and Key Employees shall act in accordance with the Conflict of Interest Policy adopted and amended by the Board.

Compliance:

- ✓ If any Board member appears to be in conflict of the "Guiding Principles" above, they will be asked to meet with the Governance Committee to discuss the issue. The Governance Committee will make a recommendation to the full Board based on the findings.
- ✓ Key Employees who are or appear to be in conflict with the "Guiding Principles" will be asked to meet with the Governance Committee, in consultation with the Library Director as appropriate, who will make a determination as to discipline or termination based on their findings.

Adopted by the Cheektowaga Public Library Board of Trustees May XX, 2022.

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