



Board Meeting

30 March 2022

In Camera Meeting

Present Cari Lynn Gawletz, Mary Kierans, Chris Jonat, William Pritchard, Cheryl Ahrens, Ellen McDonnell, Katie Mitchell, Cavan Gates, Michelle Boyd

Regrets Brendan Wheaton

Call to order 9:04 AM

1. Incoming Board Member Communications

Motion: to add the following to 1.7 Code of Conduct in the Library's Policy Manual:

"Board Members must

- **not engage in the bullying and harassment of Library Staff, the Library Director, other Board Members, or Library patrons in their role as a Library Trustee. Bullying and harassment is defined in the Collective Agreement.**
- **report if bullying and harassment is observed or experienced**
- **apply and comply with Library's policies and procedures on bullying and harassment"**

and

"The Library:

- **Makes all reasonable attempts to correct board member behaviour if it violates the code of conduct.**
- **Uses a progressive discipline with five steps:**
 - **Verbal**
 - **Written and recorded on file**
 - **Probation**
 - **Suspension**
 - **Termination**
- **May start at more advanced steps if the severity of an incident warrants it.**
- **Maintains strict privacy for any members undergoing disciplinary action.**
- **Holds all members equally accountable for their conduct.**
- **Documents disciplinary meetings in writing, gets the minutes signed by all parties, and gives copies to all parties."**

(carried)

The logo for Grand Forks & District Public Library features a central sunburst design with blue and green rays. The text "GRAND FORKS & DISTRICT" is in green and "PUBLIC LIBRARY" is in dark blue.

**GRAND FORKS & DISTRICT
PUBLIC LIBRARY**

Motion: to release the above Policy amendment from the in-camera minutes of this meeting. (carried)

Adjourn 9:55AM