

- g) Reasons for termination of session include, but are not limited to, behavior disturbing library patrons or staff, misuse of computer, improper disabling of TPM or filtering software, damaging library property, illegal activity, etc.
- h) Users will respect the privacy of other users and will refrain from attempting to view or read material being used by others.
- i) Library staff may limit the number of users at any station based on the disruption the users cause to normal Library service.
- j) All policies relating to behavior in the Library apply to computer users. Computer users must comply with all applicable village, state, and federal laws. Examples of laws that may apply include libel, privacy, copyright, trademark, computer fraud, spamming, and child pornography. This list of examples is not exhaustive but is intended to illustrate the kinds of laws that may apply to computer users in the Culbertson Public Library.
- k) Termination or Prohibition of User Access
 - i) If a Library employee believes a user has failed to comply with the Internet Acceptable Use Policy and/or the Rules of Conduct, the computer user may be barred from the current or subsequent sessions for up to two weeks from the date of informing the user of that action.
 - (1) After presentation of the user's actions to the Library Board, a patron may be required to pay for repair costs due to actions of vandalism or may be permanently barred from further computer access at the Library.
 - (2) Internet users whose access has been terminated or prohibited may protest the action and/or request that computer access privileges be reinstated using the regular complaint form and procedure in place.
- l) Acceptance
 - i) The Culbertson Public Library considers use of any public access computer in its facilities to constitute an acceptance of its Internet Use Policy, including the Rules of Conduct as posted in the computer area.

7) CULBERTSON PUBLIC LIBRARY BOARD, PERSONNEL AND VOLUNTEER POLICY

- a) All library staff members are considered employees of the Village of Culbertson and thus fall under the regulations set forth in the Village of Culbertson, Nebraska, Personnel Manual. This manual should be referred to for most personnel issues and takes precedence if anything in this policy is contradictory.
- b) The Village Board shall have supervisory authority over all employees of the library, including the Library Director.
- c) Library Board