



Board of Trustees Ethics Policy

The Baker Free Library is dependent on the trust of its community to successfully achieve its mission. Therefore, it is crucial that all Board members conduct business on behalf of the Baker Free Library with the highest level of integrity, avoiding any impropriety or the appearance of impropriety.

Guiding Principles:

- Trustees should uphold the integrity of the Baker Free Library and perform their duties impartially and diligently.
- Trustees should not engage in discrimination of any kind, including but not limited to discrimination based on race, class, ethnicity, religion, sex, sexual orientation, or belief system.
- Trustees will uphold the Town's Equal Employment Opportunity policy and the Library's Anti-Harassment Policy.
- Trustees should protect and uphold library patrons' right to privacy in their use of library resources.
- Trustees should be aware of and in compliance with New Hampshire's Right to Know Law.
- Trustees should avoid situations in which their personal interests, activities, or financial affairs are, or are likely to be perceived as, being in conflict with the best interests of the Baker Free library.
- Trustees should avoid having interests that may reasonably bring into question their position in a fair, impartial, and objective manner.
- Trustees should 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 elected Board members.
- Trustees should not use or attempt to use their position with the Baker Free Library to obtain unwarranted privileges or advantages for themselves or others.
- Trustees should not be swayed by partisan interests, public pressure, or fear of criticism.
- Trustees should not denigrate the organization, fellow Board members, or Library employees in any public arena.
- Trustees shall not interfere with the management responsibilities of the director or the supervision of the library staff.
- Trustees shall support the efforts of librarians in resisting censorship of library materials by groups or individuals.

Therefore, to preserve and uphold the Baker Free Library's reputation as an organization of unimpeachable integrity, each Board member will sign the Baker Free Library's Ethics Policy in April of every year (or at the commencement of his/her term of service) during their tenure with the Baker Free Library.



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Ethics Policy**

If any Board member appears to be in conflict with either the statement or the policy, he/she will be asked to meet with the full Library Board of Trustees in public session during a regular public meeting to discuss the issue. The Board will come to a decision that will be final and reflected in the Board's public minutes per NH RSA 91-A.

Signature _____ Date _____

Printed Name _____

*Approved by the Board of Trustees on January 10, 2018
Revised by the Board of Trustees on April 17, 2019
Approved by the Board of Trustees on February 10, 2021*