PERU FREE LIBRARY

Drug and Alcohol Free Policy

As a non-profit association library committed to serving the community, Peru Free Library strives to maintain a safe, inclusive, and family-friendly environment. To support this commitment and comply with applicable New York State laws, the library has adopted a strict drug and alcohol free policy.

This policy applies to all library staff, volunteers, and board members; all library patrons and guests; all library-owned or operated facilities, including buildings, meeting rooms and outdoor areas; all library-sponsored events, programs, or meetings.

The illicit manufacture, use, possession, or distribution of controlled substances, look-alike drugs, drug paraphernalia, and the manufacture, use, possession, or distribution of alcoholic beverages, marijuana, and its derivatives is strictly prohibited on all library premises and during any library-sponsored event or activity.

Individuals who appear to be under the influence of alcohol or drugs will be asked to leave the premises for the safety and comfort of others.

Library staff and management are responsible for ensuring that this policy is consistently and respectfully enforced. Violations by staff or volunteers will be handled in accordance with the library's personnel and volunteer policies, and may result in disciplinary action up to and including termination. Patron violations may result in temporary or permanent suspension of library privileges, depending on the nature of the incident. Law enforcement may be contacted if necessary to ensure the safety of library patrons and staff.

A copy of this policy will be provided to all employees, volunteers, and board members upon onboarding. Signage indicating the library's drug and alcohol-free status will be prominently displayed in public areas. The policy will be made available to the public via the library's website and upon request.

This policy will be reviewed by the Library Board of Trustees and may be amended as needed to reflect changes in law, library operations, or community needs.

Approved by the Library Board of Trustees: 5/14/25