ALA Policy Manual
Section B: Positions and Public Policy Statements

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B.1. Core Values, Ethics, and Core Competencies (Old Number 40)

B.1.1 Core Values of Librarianship (Old Number 40.1)

The foundation of modern librarianship rests on an essential set of core values which define, inform, and guide all professional practice. These values reflect the history and ongoing development of the profession and have been advanced, expanded, and refined by numerous policy statements of the American Library Association. Among these are:

- Access
- Equity
- Intellectual Freedom & Privacy
- Public Good
- Sustainability

We significantly influence or control the selection, organization, preservation, and dissemination of information. In a political system grounded in an informed citizenry, we are members of a profession explicitly committed to intellectual freedom and the freedom of access to information. We have a special obligation to ensure the free flow of information and ideas to present and future generations.

The principles of this Code are expressed in broad statements to guide ethical decision making. These statements provide a framework; they cannot and do not dictate conduct to cover particular situations.

1. We provide the highest level of service to all library users through appropriate and usefully organized resources; equitable service policies; equitable access; and accurate, unbiased, and courteous responses to all requests.
2. We uphold the principles of intellectual freedom and resist all efforts to censor library resources.

B.1.3 Core Competencies of Librarianship (Old Number 40.3)
This document defines the basic knowledge to be possessed by all persons graduating from an ALA-accredited master's program in library and information studies. Librarians working in school, academic, public, special, and governmental libraries and in other contexts will need to possess specialized knowledge beyond that specified here.

1K. Hold current certification, degree, and/or licensure requirements of specialized areas of the library profession.

2. Information Resources

2A. Consider the issues related to the lifecycle of recorded knowledge and information, from creation through various stages of use, in relationship to material format and genre.
2B. Apply the concepts, issues, and methods of collection management, which entails the lifecycle of materials from evaluation to long-term preservation and other curative practices (including but not limited to acquisitions, selection, purchasing, processing, storage, and de-selection).
2C. Include emerging formats and genres of information resources and understand how these may intersect with and reflect the diverse and cultural needs of the information communities through the management of collections. Organization of Recorded Knowledge and Information

3. Lifelong Learning and Continuing Education

3A. Participate in and lead on-going professional development to better serve their communities.
3B. Recognize the role of the library in continuing education and lifelong learning initiatives.
3C. Employ multiple techniques to accommodate diverse learning preferences to promote lifelong learning.
3D. Understand established and new learning theories, principles of critical and inclusive pedagogy, instructional methods, and learning outcomes assessment; and apply them to educational initiatives in information settings.

4. Management and Administration

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4A. Apply the principles of responsible fiduciary planning and oversight.
4B. Apply the principles of effective and just supervisory practices and human resource management, training, and development.
4C. Implement the concepts behind, and methods for, assessment and evalut aue com1.8 (2 (r)-11.6 (y)-1.9 ( )-7.3
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8F. Seek ongoing professional development to raise awareness and develop strategies to address issues of power, privilege, and oppression.

9. Technological Knowledge and Skills
9A. Identify appropriate technologies and uses that support access to and delivery of library services and resources.
9B. Understand and navigate ethical and cultural considerations and impacts on library practices and community members when applying technology to library services and resources.
9C. Conduct regular evaluation of existing and emerging technologies and their impact on library services and resources in terms of accessibility, practicality, sustainability, and effectiveness.

Adopted as amended by the ALA Council, January 27, 2009, 2008-2009 ALA CD#10-10.1 revised. (PDF, 6 pgs)

2022 Core Competences of Librarianship policy was approved and adopted as policy by the ALA Council on January 28, 2023 during the 2023 LibLearnX Meeting in New Orleans, LA

B.1.4 Copyright: An Interpretation of the Code of Professional Ethics for Librarians

Article IV of the ALA's *Code of Ethics* states that library workers "respect intellectual property rights and advocate balance between the interests of information users and rights holders." Copyright[1] is the aspect of intellectual property law that has the most impact on libraries. Copyright, as established by the U.S. Constitution[2] and the Copyright Act, is a system of rights granted by law combined with limitations on those rights.

Copyright law was established to encourage authors, artists, and others to create and share their works by granting them specific exclusive rights in their works.[3] Those rights are limited by certain exceptions like fair use or the term of copyright. These limitations are necessary to ensure a well-functioning copyright law that protects creators' rights while also preserving freedom of information and freedom of expression.

A shared purpose of copyright and libraries is to benefit the public through the creation and dise aith4pytion andtit c8.9 (h.9 (t) (c-2 3)8)T Tuc 6Tmee-2 4 8c 0tiu0.0etioc 6TmeigyTw 240.0en a