ALA Policy Manual
Section B: Positions and Public Policy Statements

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B.1. Core Values, Ethics, and Core Competences (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 ( )-
4A Aes(i)5.7e1 (es)-711.32.3 p (n)-2.3 d ommon, s ses(i)5.7e.5 (s)-7.8 3 fn onu(m)-10 ((c)-7. (t)-6(n)-2..1 (e f)-3.

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, 20082009 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 0tiu 0.0etioc 6TmeigyTw 24 0.0er

and video streaming services, may have limitations on use beyond those present in copyright law.

Libraries have a proud history of advocating for the public interest. They recognize that copyright law should not expand the rights of copyright holders without sufficiently considering the benefit to the public interest. When the balance between

B.2.1.1 Challenged

B.2.1.4 Access to Library Resources and Services for Minors

The American Library Association supports equal and equitable access to all library resources and services by users of all ages. Library policies and procedures that effectively deny minors equal and equitable access to all library resources and services available to other users is in violation of the American Library Association's Library Bill of Rights The American Library Association opposes all attempts to restrict access to library services, resources, and facilities based on the age of library users.

Article V of the Library Bill of Rights states, "A person's right to use a library should not be denied or abridged because of origin, age, background, or views." The right to use a library includes free access to, and unrestricted use of, all the services, resources, and facilities the library has to offer. Every restriction on access to, and use of, library resources, based solely on the chronological age, apparent maturity, educational level, literacy skills, emancipatory or other legal status of users violates Article V. This applies to minors who do not have a parent or guardian available to sign a library-card application or permission slip. Unaccompanied youth experiencing homelessness should be able to obtain a library card regardless of library policies related to chronological age.

School and public libraries are charged with the mission of providing services and resources to meet the diverse interests and informational needs of the communities they serve. Services, resources, and facilities that fulfill the needs and interests of library users at different stages in their personal development are a necessary part of providing library services and use of them should be determined on an individual basis. Equitable access to all library resources and services should not be abridged based on chronological age, apparent maturity, educational level, literacy skills, legal status, or through restrictive scheduling and use policies.

Libraries should not limit the selection and development of library resources simply because minors will have access to them. A library's failure to acquire materials on the grounds that minors may be able to access those materials diminishes the credibility of the library in the community and rest (e]TJ 0 Tc 0a9(m)4 (u)-m)4 (f)27A (es)5 2ty e pohe

The mission, goals, and objectives of libraries cannot authorize libraries and their governing bodies to assume, abrogate, or overrule the rights and responsibilities of parents and guardians. As

on the type of library. While weeding is essential to the collection-development process, the controversial nature of an item or its creator should not be the sole reason to remove any item from a library's collection. Rather than removing these resources, libraries should consider ways to educate users and create context for how those views, opinions, and concepts have changed over time.

Failure to select resources merely because they may be potentially controversial is censorship, as is withdrawing resources for the same reason. Library workers should consider the cataloging, classification, and display of resources to ensure that they are discoverable and readily available to the populations they are meant to serve.

The American Library Association opposes censorship from any source, including library workers, faculty, administration, trustees, and elected officials. Libraries have a profound responsibility to encourage and support intellectual freedom by (to)ng002 Tc -0.002 Tw 14mrys (by)d (

B.2.1.7 Labeling Systems

Labels as viewpoint-neutral directional aids are intended to facilitate access by making it easier for users to locate resources. The prejudicial label is used to warn, discourage, or prohibit users or certain groups of users from accessing the resource. The prejudicial label presupposes that individuals must be directed in making up their minds about the ideas they examine. The American Library Association affirms the rights of individuals to form their own opinions about resources they choose to access.

Adopted 1951, amended 1971, 1981, 1990, 2005, 2009, 2015.

(See "Policy Reference File": Labeling Systems: An Interpretation of the Library Bill of Rights, 2014-2015 ALA CD#19.4)

B.2.1.8 Rating Systems

Libraries, no matter their size, contain an enormous wealth of viewpoints and are responsible for making those viewpoints available to all. However, libraries do not advocate or endorse the content found in their collections or in resources made accessible through the library. Rating systems are tools or labels devised by individuals or organizations to advise people regarding suitability or content of materials. Rating systems appearing in library catalogs or discovery systems present distinct challenges to intellectual freedom principles.

Creators of rating systems assume that individuals or groups exist who can determine what is appropriate or inappropriate for others. They also assume that individuals want or need direction in making decisions about the materials or resources they use. While the creation and publication of such systems is protected by the First Amendment's right to free speech, the American Library Association also affirms the rights of individuals to form their own opinions about the information that they consume.

Libraries' explicit or implicit adoption, enforcement, or endorsement of any of these rating systems violates the Library Bill of Rights and may be unconstitutional if used to prevent an individual's access to materials or resources. If enforcement of rating systems is mandated by law, the library should seek legal advice regarding the law's applicability to library operations.

Libraries often acquire resources, such as DVDs and video games, that include ratings as part of their publication materials. Library workers should not endorse the inclusion of such rating systems; however, removing or destroying the rating placed on the original item by the publisher, distributor, or copyright holder could constitute expurgation. [1]

Because cataloging standards provide an opportunity for libraries to include ratings in their bibliographic records, many libraries have chosen to do so—some by acceptance of standard records containing such ratings and others by a desire to provide the maximum descriptive information available on a resource. Libraries are not required by cataloging best practices to provide this information. If they choose to do so, for whatever reason, they should cite the source of the rating and indicate that the library does not endorse external rating systems.

The inclusion of ratings in bibliographic records within library catalogs or discovery systems maybe interpreted as an endorsement by the library. Therefore, without attribution, inclusion of such ratings is a violation of the Library Bill of Rights.

If libraries include information about rating systems on items or records, this information should not be used to restrict access to those materials based on the age of library users. Such a restriction may violate minors' First Amendment rights.[2]

That libraries do not endorse or advocate for the use of rating systems does not preclude them from answering questions about such systems. It is appropriate to provide access to sources containing information on rating systems in order to meet the specific information- seeking needs of individual users. The American Library Association affirms the rights of individuals to form their own opinions about resources they choose to read or view.

Adopted 1951, amended 1971, 1981, 1990, 2005, 2009, 2015 , AC 2019.

(See "Policy Reference File": Rating Systems: An Interpretation of the Library Bill of Rights, Amended by the ALA Council, June 25, 2019)

(See "Policy Reference File": Rating Systems: An Interpretation of the Library Bill of Ri0 Tw 1.59 0 T(L)

activities" is an inclusive statement about the limited uses of the space.

Those who object to the content should be able to request a reconsideration, similar to challenging any library resource. Library workers should not censor or remove materials from exhibits, displays, or areas designated for the distribution of information because someone may disagree with the content or with the identity, beliefs, or affiliations of the sponsors.

Adopted 1991, amended 2004, 2014, AC 2019.

(See "Policy Reference File": User-Initiated Exhibits, Displays, and Bulletin Boards: An Interpretation of the Library Bill of Rights, Amended by the ALA Po -3 (Po oh. -3 (Po ohT (Dis)3 Jre54

reviewed by staff and made available to the public in all of the commonly used languages within the community served.

Libraries should write policies in inclusive rather than exclusive terms. A policy that the library's facilities are open "to organizations engaged in educational, cultural, intellectual, charitable, advocacy, civic, religious, or political activities" is an inclusive statement of the limited uses of the facilities. For example, if a library allows charities and sports clubs to discuss their activities in library meeting rooms, then the library should not exclude partisan political or religious groups from discussing their activities in the same facilities. If a library

B.2.1.10.1 Politics in American Libraries

The Library Bill of Rights specifically states that "all people" and "all points of view" should be included in library materials and information. This includes views on political topics, and libraries' collections should reflect as wide a diversity of views on political topics as possible. In addition, libraries should encourage political discourse as part of civic engagement in forums designated for that purpose. If a library has designated a space for community use, it must make that space available to all community organizations and groups regardless of their views or affiliations, or how unpopular or offensive the views may be to even vocal or influential segments of society.

(SeePolicy Reference File: "Politics in American Libraries: An Interpretation of the Library Bill of Rights. 2016-2017 ALA CD# #19.12_62617_act) Adopted, June 2017.

B.2.1.11 Library Initiated Programs and Displays as a Resource
Library-initiated programs support the mission of the library by providing users with additional opportunities for accessinginformation, education, and recreation. Article I of the LibraryBill of Rightsstates,"Books and other library resources should be provided for the interest, information, and enlightenment of all people of the community the library serves." Library displays increasedawareness of programs, resources, and services.

Library-initiated programs include, but are not limited to, lectures, displays, exhibits, community forums, performing and visual arts,[1] participatory workshop, technology programming, creative learning programming, wellness programs, story times, continuing education, fairs and conventions, book clubs, discussion groups, demonstrations, and presentations for social, cultural, educational, or entertainment purposes. Library-initiated programs may take place on-site at the library, off-site at other locations, or online, and may be provided by library workers, volunteers, or partners. Libraries may also choose to promote their programs, services, and resources though displays and digital signs.

Library-initiated programs and displays utilize library worker expertise for community interests, collections, services, facilities, and providing access to information and information resources. They introduce users and potential users to library resources and the library's role as afacilitator of information access. The library may participate in cooperative or joint programs with other agencies, organizations, institutions, or individuals to facilitate information access in the community the library serves.

Libraries should not discriminate against individuals with disabilities and shall ensure they have equitable accessto library resources. Library-

(See “Policy Reference File: ALA CD#19.7 Library Initiated Programs and Displays as a Resource, Adopted by the ALA Council, June 2019)

(See “Policy Reference File: ALA CD#19.7 Library Initiated Programs and Displays as a Resource, Adopted by the ALA Council, June 2018)

(See “Policy Reference File”: Library-Initiated Programs as a Resource: An Interpretation of the Library Bill of Rights, 2017-2018 ALA CD#19.7_62617_act-PDF 2 pgs)

Adopted 1982, revised 1990, 2000, Adopted AC 2018, revised 2019.

B.2.1.12 Diverse Collections

Collection development should reflect the philosophy inherent in Article I of the Library Bill of Rights “Books and other library resources should be provided for the interest, information, and enlightenment of all people of the community the library serves. Materials should not be excluded because of the origin, background, or views of those contributing to their creation.” A diverse collection should contain content by and about a wide array of people and cultures to authentically reflect a variety of ideas, information, stories, and experiences.

Library workers have an obligation to select, maintain, and support access to content on subjects by diverse authors and creators that meets—as closely as possible—the needs, interests, and abilities of all the people the library serves. This means acquiring resources to address popular demand and direct community input, as well as addressing collection

- seeking content created by and representative of marginalized and underrepresented groups;
- evaluating how diverse collection resources are cataloged, labeled, and displayed; and

B.2.1.13 Universal Right to Free Expression

As members of the American Library Association, we recognize intellectual freedom as a universal human right.[1] This right ensures free access to seek and receive information and expression of ideas from all points of view without restriction for every individual of any age, ability, socioeconomic status, religious affiliation, race, ethnicity, sexual orientation, gender identity, or other form of identity or status. The Library Bill of Rights and Code of Ethics of the American Library Association express core values of our profession and affirm the primacy of intellectual freedom for full participation in a just, equitable, and informed society. We acknowledge our professional obligation to actively defend intellectual freedom rights and to protect the privacy and confidentiality of library users. We advocate for intellectual freedom and strive to educate ourselves, library users, the communities we serve, and the broader society about intellectual freedom and related topics, including privacy, information literacy, and inclusion.

(See "Policy Reference File": Universal Right to Free Expression, Amended, June 25, 2019)

Adopted 1989, amended 2014. (See ''Policy Reference File''The Universal Right to Free Expression: An Interpretation of the Library Bill of Rights, ALA CD#19.17_63014_act – PDF, 7 pgs.)

B.2.1.14 U.S. Enterprises' Abridgement of Free Speech

In response to multiple high-profile incidents of United States enterprises abridging the free speech rights of people of the United States, apparently to maintain profitable relationships with repressive governments: The ALA

- reaffirms its commitment to free speech and free expression as previously stated in "The Universal Right to Free Expression: An Interpretation of the Library Bill of Rights;
- strongly urges U.S. enterprises that allow for social interaction and comments ton online platforms to resist efforts from governments to suppress or restrict the "right to freedom of opinion and expression" as enshrined in Article 19 of The Universal Declaration of Human Rights;
- urges these same enterprises to address disinformation, as well as targeted harassment or hate speech, in order to protect the honor, dignity, and humanity of users, of their online platforms; and
- recommends library workers and governing bodies inform library users and local media

(See "Policy Reference File: Resolution on U.S. Enterprises' Abridgement of Free Speech, Adopted at the 2021 Virtual Annual Conference)

B.2.1.15 Economic Barriers to Information Access

The essential mission of a publicly funded library is to provide

Economic barriers are not limited solely to financial constraints and a user's ability to pay fines or fees. Many policies and procedures may disproportionately harm those having financial difficulties, experiencing homelessness, or those from marginalized communities. These policies may include those related to personal belongings, hygiene requirements, verification of a permanent address, access to an email account or computer. Such policies and procedures effectively abridge or deny access for some members of the community because they reinforce distinctions among users.

B.2.1.16

information. Libraries should never enact policies or practices that abridge users' right to privacy regardless of their age, ability, housing status, immigration status, involvement with the criminal justice system, religious affiliation, ethnicity, sexual orientation, gender identity, or other forms of identity or status unless explicitly required by law. Even then, libraries should consult with legal counsel before abridging any user's right to privacy.

Libraries have a responsibility to inform users about policies and practices governing the collection, security, and retention of personally identifiable information and library use data. Additionally, users should have out agr o.10 (at)2 ((a)-1 (n)2 (yl)-4 f)-3 (t o.10 uru)-1e 0.002 Tc 0.002

at-rest and in-motion; prompt updates of systems and software to address vulnerabilities; systems, procedures, and policies for access control of sensitive data; a procedure for security training for those with access to data; and documented procedures for breach reporting, incident response, and system, software, and network security configuration and auditing.[8]

Libraries should follow purpose-limitation, storage-limitation, and data-minimization principles[9] when making decisions about collecting and retaining library-use data. In particular, libraries should collect, and store only personally identifiable data required for specific purposes that are disclosed to the users.

Libraries should periodically review their data-collection and retention policies to identify situations in which the reason for collecting user data may no longer apply. Libraries may need to comply with state, institutional, or other governmental record-retention policy in addition to developing their own data-management policies. In addition, libraries should regularly review and update procedures for collecting and maintaining user data to ensure compliance with current industry privacy and security standards.

Libraries should never share users' personally identifiable information with third parties or vendors that provide resources and library services, unless the library obtains explicit permission from the user or if required by law or existing contract. Libraries or their governing institutions should negotiate agreements with vendors that retain library ownership of user data and permit independent auditing of vendor data collection, retention, and access policies and practices. Such agreements should stipulate that user data is confidential and that it may not be used or shared except with the permission of the library. Any vendor that handles user information as part of a library's service should have a publicly available privacy policy that commits to compliance with the NISO Consensus Principles. As existing contracts approach expiration, libraries should renegotiate future contracts to include these privacy safeguards.

Law enforcement agencies and officers may request library records and data that they believe contain information that would be helpful to the investigation of criminal activity. Libraries should have a procedure in place for handling law-enforcement requests. Libraries should make such records available only in response to properly executed court orders or legal process. These court orders are issued following a showing of good cause based on specific facts by a court of competent jurisdiction.

The American Library Association affirms that rights of privacy are necessary for intellectual freedom and are fundamental to the ethical practice of librarianship. The rapid pace of information collection and changes in technology means that users' personally identifiable information and library-use data are at increased risk of exposure. The use of new technologies in libraries that rely on the collection, use, sharing, monitoring and/or tracking of user data may come into direct conflict with the Library Bill of Rights and librarians' ethical responsibilities. Libraries should consider privacy in the design and delivery of all programs and services, paying careful attention to their own policies and procedures and that of any vendors with whom they work. Privacy is the foundation upon which our libraries were built, and the reason libraries are such a trusted part of every community.

All people, regardless of origin, age, background, or views, possess a right to privacy and confidentiality in their library use.[3] The library should uphold these rights by policy, procedure, and practice in accordance with Article VII of the Library Bill of Rights. The library should regularly maintain its systems and networks to protect users' rights to privacy and confidentiality. As libraries increasingly provide access to digital resources through third-party vendors, libraries have a responsibility to hold vendors accountable for protecting patrons' privacy.

Equity of Access

The digital environment provides expanding opportunities for everyone to participate in the information society, but individuals may face serious barriers to access. These barriers, often referred to as the digital divide, may include a lack of infrastructure for Internet connectivity, lack of tools (hardware or software), and lack of skills, knowledge, or means necessary to access digital resources.[4] Libraries should be cognizant of the digital divide and work to minimize it as they provide access to digital resources for their communities.

Digital resources, services, training, and networks provided directly or indirectly by the library should be readily and equitably accessible to all library users. American Library Association policies oppose the charging of user fees for the provision of information services by libraries la ieTw T* 4 (ibrgv)-67 (ie)p3 (rpo (a)-3 (r)3t Td (f3 (r)o(or)7 Td (pu (a)-3 (bl)-4 (ic)-

personal beliefs or fear of confrontation. Furthermore, libraries and library workers should not deny access to digital resources solely on the grounds that they are perceived to lack value.
Parents and legal guardians who are concerned about their children's use of digital resources should provide guidance to their own children.

Publicly funded libraries have a legal obligation to provide access to constitutionally protected information. Federal, state, county, municipal, local, or library governing bodies sometimes require the use of Internet filters or other technological measures that block access to constitutionally protected information, contrary to the Library Bill of Rights[6] If a library uses a technological measure that blocks access to information, it should be set at the least restrictive level in order to minimize the blocking of constitutionally protected speech.

Adults retain the right to access all constitutionally protected information and to ask for the technological measure to be disabled in a timely and confidential manner. Minors also retain the right to accessconstitutionally protected information and, at a minimum, have the right to ask the library or librarian to provide access to erroneously blocked information in a timely and confidential manner. In order to ensure user privacy and confidentiality, records of these requests should not contain personally identifiable information. Libraries and librarians have an obligation to inform users of these rights and to provide the means to exercise these rights.[7]

Digital resources and services allow libraries to significantly expand the scope of information available to users. Like all resources and services provided by the library, provision of accessto digital resources and services should follow the principles outlined in the Library Bill of Rights to ensure equitable access regardless of content or platform.

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applicable laws, including the standards and requirements of the ADA and state or local disability accessibility guidelines.

Libraries should contain a diverse collection that highlights the perspectives of marginalized groups, including the words and depictions of people with disabilities. People with disabilities are to be reflected in the collection not as a single group but as an intersectional part of the community, across age, race, gender, class, and orientation. Libraries should adopt policies to ensure that people with disabilities have an opportun (Pe)-2 (o)ec(u)-

Through engaging in these educational services, libraries encourage individuals to explore ideas; discover, access, and evaluate information; draw meaning from information presented in a variety of formats; develop valid conclusions; and express new ideas. By offering these services, libraries facilitate access to information and offer a path to a robust appreciation of intellectual freedom rights and the value of libraries as cornerstones of education in the communities they serve.

(See “Policy Reference File”: Education and Information Literacy: An Interpretation of the Library Bill of Rights) Amended by the ALA Council, June 25, 2019

(See “Policy Reference File” Advocating for Intellectual Freedom: An Interpretation of the Library Bill of Rights: revised, 2013-2014 ALA CD#19.6_63014 - PDF, 6 pgs). Formerly titled: Importance of Education to Intellectual Freedom: An Interpretation of the Library Bill of Rights).

The use of social media and online resources poses two compelling intellectual freedom issues for minors: the right to free expression and the right to privacy.

Filters are often used in libraries and educational institutions to restrict access to online content, limiting access to information and social-media platforms beyond what is required by the Children's Internet Protection Act and similar state laws. These restrictions deny minors' rights to free expression online.

Protection of minors' privacy rights online is also paramount. In addition to concerns about the vulnerability of young people who post personally identifiable information online, other threats to minors' privacy cause libraries and educational institutions to restrict and monitor minors' online activities. Perceived safety threats, such as cyberbullying, also lead to restrictive policies. These actions not only deny minors' right to free expression but may also deny their right to privacy.

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As defenders of intellectual freedom and the First Amendment, libraries have a responsibility to offer unrestricted

facing financial difficulties for their support of intellectual freedom, and to join the Freedom to Read Foundation

6. Commits to speaking with one voice across the Association

(See" Policy Reference File:" Resolution to Support School and Youth Services Librarians Facing Increased Intellectual Freedom Challenges, Adopted, March 10, 2022)

B.2.2 Freedom to View
The American Library Association endorses Freedom to View, a statement of the American Film and Video Association.

(See ‘‘Policy Reference File’’: Freedom to View, revised 1990; 198990 CD #61.5. - PDF, 2 pgs)

B.2.3 Freedom to Read
The American Library Association endorses Freedom to Read, a joint statement by the American Library Association and the Association of American Publishers. Adopted 1953, revised 1972, 1991, 2000, and 2004.
(See "Policy Reference File": Freedom to Read: 200304 ALA CD#19.11 - PDF, 17 pgs)

B.2.3.1 Linguistic Pluralism
The American Library Association opposes all language laws, legislation, and regulations which restrict the rights of citizens who speak and read languages other than English, and those language laws, legislation, and regulations which abridge pluralism and diversity in library collections and services. The Association works with state associations and other agencies in devising ways to counteract restrictions arising from existing language laws and regulations and encourages and supports the provision of library resources and services in the languages in common use in each community in the United States.

B.2.4 Governmental Intimidation
The American Library Association opposes any use of governmental prerogatives that lead to the intimidation of individuals or groups and discourages them from exercising the right of free expression as guaranteed by the First Amendment to the U.S. Constitution. ALA entioourth7(nti)27 (ce
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(See "Policy Reference File": Resolution in Support of Academic Freedom 2005-2006 ALA CD 36 - PDF, 9 pgs)

B.2.6 Shield Laws
The American Library Association supports the enactment by Congress of a broad and effective federal shield law. The Association exhorts its chapters to work vigorously for the enactment of broad and effective shield laws in every state.

B.2.7 Loyalty Oaths
The American Library Association protests conditions of employment predicated on inquiries into library employees' thoughts, reading matter, associates, or memberships in organizations. The Association also protests compulsory affirmations of allegiance as a condition of employment in libraries and calls on libraries not to impose loyalty tests or oaths as conditions of employment.

B.2.8 Destruction of Libraries
The American Library Association deplores the destruction of libraries, library collections and property, and the disruption of the educational process by that act, whether it be done by individuals or groups of individuals and whether it be in the name of honest dissent, the desire to control or limit thought or ideas, or for any other purpose.

B.2.9 Libraries: An American Value
Libraries in America are cornerstones of the communities they serve. Free access to the books, ideas, resources, and information in America's libraries is imperative for education, employment, enjoyment, and self-government.

Libraries are a legacy to each generation, offering the heritage of the past and the promise of the future. To ensure that libraries flourish and have the freedom to promote and protect the public good in the 21st century, we believe certain principles must be guaranteed.

To that end, we affirm this contract with the people we serve:

- We defend the constitutional rights of all individuals, including children and teenagers, to use the library's resources and services;

- We value our nation's diversity and strive to reflect that diversity by providing a full spectrum of resources and services to the communities we serve;

- We affirm the responsibility and the right of all parents and guardians to guide their own children's use of the library and its resources and services;

- We connect people and ideas by helping each person select and effectively use the library's resources; We protect each individual's privacy and confidentiality in the use of library resources and services; We protect the rights of individuals to express their opinions about library resources and services;

- We celebrate and preserve our democratic society by making available the widest possible range of viewpoints, opinions and ideas, so that all individuals have the opportunity to become lifelong learners – informed, literate, educated, and culturally enriched.

- Change is constant, but these principles transcend change and endure in a dynamic technological, social, and political environment.

- By embracing these principles, libraries in the United States can contribute to a future that values and protects freedom of speech in a world that celebrates both our similarities and our differences, respects individuals and their beliefs, and holds all persons truly equal and free.

B.2.10 Violence in the Media: A Joint Statement
The American Library Association endorses Violence in the Media: A Joint Statement, a statement of the Association of American Publishers, Inc.

(See “Policy Reference File”: Violence in the Media: A Joint Statement: 2000-2001 CD #19.3 - PDF, 6 pgs)

B.2.11 Radio Frequency Identification (RFID) Technology and Privacy Principles
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B.2.12 Threats to Library Materials Related to Sex, Gender Identity, or Sexual Orientation
The American Library Association supports the inclusion in library collections of materials that reflect the diversity of our society, including those related to sex, sexual orientation, and gender identity or expression. ALA encourages all American Library Association chapters to take active stands against all legislative or other government attempts to proscribe materials related to sex, sexual orientation, and gender identity or expression; and encourages all libraries to acquire and make available materials representative of all the people in our society.

Adopted 2005, Amended 2009, 2010. (See "Policy Reference File": Resolution on Threats to Library Materials Related to Sex, Gender Identity, or Sexual Orientation, 20042005 ALA CD#57)

B.3. Diversity

The American Library Association (ALA) promotes equal access to information for all persons and recognizes the ongoing need to increase awareness of and responsiveness to the diversity of the communities we serve. ALA recognizes the critical need for access to library and information resources, services, and technologies by all people, especially those who may experience language or literacy-related barriers; economic distress; cultural or social isolation; physical or attitudinal barriers; racism; discrimination on the basis of appearance, ethnicity, immigrant status, religious background, sexual orientation, gender identity, gender expression; or barriers to equal education, employment, and housing.

Libraries can and should play a crucial role in empowering diverse populations for full participation in a democratic society. In order to accomplish this, however, libraries must utilize multivariate resources and strategies. In the library workforce, concrete programs of

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1. To ensure equitable services to every community member or group, training and ongoing education that promote awareness of and sensitivity to diversity must be stressed for all library personnel.
2. Care must be taken to acquire and provide materials that meet the educational, informational, and recreational needs of diverse communities.
3. Efforts to identify and eliminate cultural, economic, literacy-related, linguistic, physical, technological, or perceptional barriers that limit access to library and information resources must be prioritized and ongoing.
4. The creation of library services and delivery operations, which will ensure rapid access to information in a manner reflective of the communities they serve.
5. A diverse workforce is essential to the provision of competent library services. A concerted effort must be undertaken to recruit and retain diverse personnel at every level of the library workforce. Opportunities for career advancement must also be available to these individuals.
6. To ensure the development and enhancement of library services to diverse populations, library personnel from diverse and underrepresented backgrounds must be encouraged to take active roles in the American Library Association and other professional library organizations.

B.3.6

3. Opportunities for learning and strengthening leadership skills will be available as workshops and conference programs in all sectors of the Association. Program developers will acknowledge the concerns of diverse populations and take this into consideration when developing these programs, by involving the appropriate representation in program planning and advertising.
4. Diversity initiatives will include leadership development components to prepare the leaders of tomorrow.

B.4. Equity and Access

B.4.1 Equal Rights Amendment Legislation

The American Library Association supports the equality of women both in the profession and in society at large. To this end the Association (a) supports implementation of the national plan of action as amended at the National Women's Conference in Houston in November 1977; (b) supports through employment practices policy the equal tremtt 19Td [BDC 0 g 0.002 Tc -0.002 T-2 (i poiciesntoughnis2suppor T 0 Tw 8.09 thee(nf1)2 (o)-1 (r)6 (c)-1 (9Td [BDC 0 (T 0 Tw 8.09(s)5 (u)9 ttors(nA3)1Tde[52(s)25(()]T-12 vd1 1972 i Td ( )Tj EMC /H3 <</MCID 65 >>BDC /TT3 1 Tf 0.002 Tc

B.4.4 Funding for Community Access Cable Programming

Libraries should work cooperatively with other groups in promoting the widest possible access to communications and information, including community access cable casting. The American Library Association, in order to support stable sources of funding for community access channels, endorses the following principles articulated by Open Channel and Publicable, two organizations with knowledge and experience in community access cablecasting:

1. That a portion of cable revenues be designated to provide financial and technical assistance for community access programming.
2. That this support be sufficient to promote genuine access.
3. That this assistance increase as the cable operator's revenue increases.
4. That the specific structures, funding formulas, and monitoring arrangements be left to the local community.

B.4.5 Trade Publishers Discounts

The American Library Association supports the concept of equal discounts on equal volume orders for all buyers.

B.4.6 Electronic Environment

B.4.6.1 Principles for the Networked World

Libraries are crucial to assuring that society benefits from the promises of technology but are

B.4.6.2 Principles for Digitized Content

The accelerating mass digitization of collections in libraries and cultural heritage institutions demands a framework of principles and a body of policy to guide decision-making and to enable values-driven choices. The principles for the digitization of content will provoke a review of American Library Association policies that address the creation, access, use and

6. ***International Scope***
   Digital collections increasingly serve an international audience and are part of a global information infrastructure that is not limited by geography. The library and cultural heritage communities must understand the origination of materials in digital collections, respect the ownership of these materials, and be attentive to issues surrounding cultural asset exploitation and repatriation. Digital collections and services must be developed with goals of technical and social interoperability in the international information sphere.
7. ***Continuous learning***
   Digital collections are developed and sustained by an educated workforce.
   Members of the library and cultural heritage professions must engage in ongoing learning. They must explore new technology, work with new partners, and reach new audiences.
8. ***Preservation***
   Digital resources must receive appropriate preservation
   Preservation activities require the development of standards, best practices, and sustainable funding models to support long-term commitment to digital resources.
9. ***Importance of Standards***
   Digital collections must be built upon standards and best practices that maximize their usefulness. Such standards and best practices must serve the broadest community of users, including those with disabilities, support sustainable access and use over time, and provide user functionality that promotes the core library values.
   Preference should be given to open standards and nonproprietary technologies that support long-term sustainability.

B.4.7 Support of Open Educational Resource

Open educational resources as defined by UNESCO are teaching, learning and research materials that are in the public domain or have been released under an open license that permits no-cost access, use, adaptation, and redistribution by others with no or limited restrictions. OER supports equitable access to education by removing financial barriers related to the purchase or rental of required textbooks and other teaching and learning resources. Library workers and organizations have a long history of supporting open scholarship and other aspects of open education through the development of statements and toolkits. Therefore, the ALA

- affirms that open educational resources can be as effective, authoritative, and of academically rigorous quality as traditionally published learning materials,

- encourages library workers to support initiatives that promote the creation, discovery, dissemination, awareness, and preservation of open educational resources, and

- encourages library workers to advocate for initiatives at all levels of government that support open educational resources.

(See “Policy Reference File: Resolution in Support of Open Educational Resources”)

B.5. Libraries and the Public Good

B.5.1 Nominations to the Posts of Librarian of Congress and of Archivist of the United States
The privilege of reviewing nominations made by the President of the United States to the highest government posts in their respective professions is one accorded the major national professional organizations. The American Library Association strongly supports the extension of a similar privilege to ALA, enabling it to review the recommendations and nominations for the positions of Librarian of Congress and of Archivist of the United States whenever new appointments to those posts are under consideration. ‘‘Policy Reference File’’: July 1975 CD #58, 1986-1987 CD #18 - PDF; 8 pgs)

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B.5.2 Financing of Libraries
In order to assist libraries facing severe economic problems resulting from inflation, the American Library Association will engage in a broad media information program to make the public aware of the benefits to be gained through tax support of libraries and will simultaneously explore public financing alternatives for libraries facing financial problems.

B.5.5 Environmental Issues
The American Library Association urges librarians and library governing boards to collect and provide information on the condition of our Earth, its air, ground, water, and living organisms
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services designed for specific user groups, programs that require specialized materials and technology, and education programs for library personnel.

Emerging technologies and advancements in telecommunications are altering the profile of library service. The Federal government initiates and facilitates cooperation, encourages resource sharing among all types of libraries, and establishes standards and practices for development of quality library networks that extend beyond state and national boundaries. The Department of Education through its mandate to assist libraries across the country raises standards of service and develops new programs to benefit library users. The Department not only administers important grant programs to public libraries, elementary and secondary school library media centers, and academic and research libraries, but also provides leadership, technical assistance, and dissemination of information. These functions must continue.

The Federal government also plays a critical role in the compilation and timely dissemination of statistical information, including data about libraries, information essential to long-range planning, and library development.

In an age of international communication and interchange of resources, the Federal government is pivotal in the development of libraries as institutions that transcend national boundaries. International protocols, participation in international organizations, transnational data flow and monetary policies are within the domain of the Federal government and all affect libraries throughout the world. The Federal role complements, without supplanting, the basic responsibilities of state and local governments and institutions to assure quality library and information service.

**The ALA Federal Legislative Policy, the product of an ongoing revision, was adopted by Council in January 1993. The entire text, from which the preceding is taken, is available online (PDF pgs), or may be ordered for free from the ALA Washington Office, 1615 New Hampshire Ave NW, 1st Floor, Washington DC 20009-2520, Phone: 202-628-8410, Toll Free Number: 1-800-941-8478.

Sections of the ALA Federal Legislative Policy are:

- The Federal Government's Role in Library and Information Services.
- Access to Information: Public Access to Federal Information: Public Access to Federal Information; Depository Libraries; Sale of Government Information; Access to Unpublished and Classified Government Information; Equal Access to Library Services.
- Intellectual Freedom.
- Federal Policies: Postal Rates and Quality of Postal Service; Statistics; Taxation; Copyright; Preservation of Library Materials.
- Federal Programs: Federal Libraries: A National Resource; Library of Congress; Other National Libraries; Federal Libraries; Bibliographic and Reference Services; National Commission on Libraries and Information Science; U.S. Department of Education; National Archives and Records Administration; National Foundation on the Arts and the Humanities; Federal Support for State Library Agencies; Federal Aid to Libraries,

Systems, Education Agencies and Institutions; School Library Media Centers; Technical,

7. To promote public awareness of the importance of the role of librarians, libraries, and information services in national and international development (ALA Key Action Area: Advocacy for Libraries and the Profession).

(See"Policy Reference File"for full text, including implementation: 1989- 1990 CD #14 - PDF, 30 pgs)

B.6.2 Human Rights and Freedom of Expression

B.6.2.1 Article 19 of the United Nations' Universal Declaration of Human Rights
Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media regardless of frontiers.

(See "Policy Reference File" 1990-1991CD#24and CD #76 - PDF, 3 pgs)

B.6.2.2 Abridgment of the Rights of Freedom of Foreign Nationals
Threats to the freedom of expression of any person become threats to the freedom of all; therefore, ALA adopts as policy the principles of Article 19 of the Universal Declaration of Human Rights adopted by the United Nations General Assembly. The Association will address the grievances of foreign nationals where the infringement of their rights of free expression is clearly a matter in which all free people should show concern. Resolutions or other documents attesting to such grievances will be brought to the attention of the Executive Board and Council by the ALA International Relations Committee.

(See "Policy Reference File" Policy on Abridgment of the Rights of Freedom of Foreign Nationals and Freedom of Expression of Foreign Nationals; Abridgment of Human Rights in South Africa: 1985- 1986 CD #58 - PDF, 19 pgs)

B.6.2.3 ***ALA and IFLA***
The ALA shall work with other associations and institutions that belong to IFLA to develop positions and programmatic plans of action in support of human rights and freedom of expression. The president or the member officially representing the Association at IFLA conferences shall be directed to support and carry them out; and, in the absence of such specific direction, the president or the member officially representing the Association at IFLA conferences is empowered to vote on new IFLA resolutions related to human rights and freedom. Their votes shall be guided by ALA's adoption of Article 19 of the Universal

growing research base that is diverse and draws upon a broad range of disciplines, and its

B.8.1.2 Literacy and the Role of Libraries
The American Library Association reaffirms and supports the principle that lifelong literacy is a basic right for all individuals in our society and is essential to the welfare of the nation. ALA advocates the achievement of national literacy through educational activities utilizing the historical and cultural experiences of libraries and librarians.

ALA confirms that libraries of all types, as appropriate to their mission, have the responsibility to make literacy a high priority in planning and budgeting for library services. As pioneer and equal partners in the national literacy movement, libraries will continue to take a strong leadership role and must join with other literacy providers to urge local, state, federal, and private agencies to promote active development of literacy on a policy level and to support funding of the literacy services in libraries.

B.8.2 Service to Detention Facilities and Jails
The American Library Association encourages public libraries and systems to extend their services to residents of jails and other detention facilities within their taxing areas. ALA instructs its Association of Specialized and Cooperative Library Agencies in cooperation with the Public Library Association, The Association of Library Trustees, Advocates, Friends and Foundations, and other interested units to design a plan to assist public libraries in extending their services to local jails and detention facilities.

B.8.3 Preservation

B.8.3.1 Definition of Digital Preservation and the Revised Preservation Policy
Digital preservation combines policies, strategies and actions to ensure the accurate rendering of authenticated content over time, regardless of the challenges of media failure and technological change. Digital preservation applies to both born digital and reformatted content.

Publishers and distributors of content in digital form must address the usability and longevity of their electronic works. The Association encourages publishers to provide metadata that will facilitate the life cycle management of works in digital formats and to deposit digital works in repositories that provide for the long -term persistence and usability of digital content. The Association will work with the publishers to develop guidelines on digital preservation to help ensure that such information will not be lost when publishers can no longer retain and disseminate it. The Association encourages research on metadata, software, operating systems, and life cycle management techniques that may affect the preservation of digital works.

ALA affirms that the preservation of library resources protects the public's right to the free flow of information as embodied in the First Amendment to the Constitution and the Library Bill of Rights.

The Association supports the preservation of information disseminated and published in all media and formats. The Association affirms that the preservation of information content and information resources are central to libraries and librarianship.

The Association will actively support its divisions and other organizations in developing preservation guidelines and best practices that may serve as catalysts for official national and international standards.

It is the Association's official position that publishers, information distributors and manufacturers have an obligation and responsibility to libraries and to the public to report appropriate information about the an o(r)4 (s)3i (ibr)4 (a)-5 ( )10 (t)-,(e)-2d (b)10 (l)- (r)4 (ie)-ty d

B.8.3.2 Recycled Paper
The American Library Association urges all publishers, including the government, to use recycled paper for publications normally issued on nonpermanent paper and urges librarians to dispose of discarded paper so that it is available for recycling.

B.8.4 School Library Media Programs

B.8.4.1 Instruction in the Role of Libraries in Teacher Education
The American Library Association and the American Association of School Librarians Division recommend instruction in the role of libraries and the use of information resources as an integral part of all teacher education programs.

B.8.4.2 The School Library Media Program
The purpose of the library media program is to ensure that students and staff are effective users of ideas and information. Within the program, the school library media specialist serves as an information specialist, t 151 -151 (151 -151 (151 -151 oin 6idi)3.1 (al)-51 (151 -151 c1 (s)6 .

B.8.5.2 Confidentiality of Personally Identifiable Information about Library Users

The American Library Association strongly recommends that the responsible officers of each library, cooperative system, and consortium in the United States:

1. Formally adopt a policy which specifically recognizes its circulation records and other records identifying the names of library users with specific materials to be confidential.
2. Advise all librarians and library employees that such records shall not be made available to any agency of state, federal, or local government except pursuant to such process, order, or subpoena as may be authorized under the authority of, and pursuant to, federal, state, or local law relating to civil, criminal, or administrative discovery procedures or le7 ()3 (v)9 1 (e)11l34uL(t)1(r) 42 Tc S(34)11" T* [uL(t)1vpr be eretial

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B.8.5.4 Retention of Library Records

B.8.10 Addressing Poverty, Economic Inequality, and the Responsibilities of Libraries

The American Library Association promotes equal access to information for all persons and recognizes the need to respond to people experiencing poverty, which include people experiencing homelessness, in the United States. Therefore, it is crucial that libraries recognize their role in supporting these communities, so they may participate fully in a democratic society, by utilizing a wide variety of available resources and strategies. Concrete programs of training and development are needed to prepare library staff to identify needs and deliver relevant services to people experiencing poverty. In addition, the American Library Association (divisions, offices, and units) should be strengthened to support low-income neighborhoods and people experiencing poverty through programs, services, and resources.

B.8.10.1 Policy Objectives

The American Library Association shall implement these objectives by:

1. Promoting the removal of barriers to libraries and information services, particularly fees, and overdue charges.
2. Promoting the publication, production, purchase, and ready accessibility of print and non-print materials that focus directly on the issues of poverty, that engage people respectfully, and are practical and responsive to low-income library users and their needs.
3. Promoting full, stable, and ongoing funding for existing legislative programs and services

11. Promoting networking and cooperation between libraries and other agencies, organizations, and advocacy groups to develop programs and services that are useful and relevant for people experiencing poverty.
12. Promoting the implementation of expanded federal programs that acknowledge and address poverty.
13. Promoting, supporting, and facilitating local community efforts to meet the needs of all community members, especially those experiencing poverty.
14. Acknowledging the disproportionate rate at which poverty affects underserved populations, including but not limited to women, people of color, LGBTQ+ people, non-Native English speakers, formerly incarcerated people, and people with disabilities.
15. Encouraging the use of respectful, inclusive and person-first language, such as "community members experiencing poverty."
16. Encouraging a parity of library services, hours, resources, and facilities between affluent and low-income library neighborhoods.
17. Promoting an attractive and inviting environment in all libraries including low-income neighborhoods.
18. Promoting the development of collections, programs, and services to help bridge the literacy gap for non-English speakers and new readers in all libraries, including low income neighborhoods.
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B.9 Library Personnel Practices

B.9.1 Library and Information Studies and Human Resource Utilization: A Statement of Policy
To meet the goals of library service, both professional and supportive staff are needed in libraries. Thus, the library occupation is much broader than that segment of it which is the

B.9.3 Equal Employment Opportunity

The American Library Association is committed to equality of opportunity for all library employees or applicants for employment, regardless of race, color, creed, sex, sexual orientation, gender identity or expression, age, disability, individual

4. Collections. Library materials must be accessible to all patrons including people with disabilities. Materials must be available to individuals with disabilities in a variety of formats and with accommodations, as long as the modified formats and accommodations are “reasonable,” do not “fundamentally alter” the library’s services, and do not place an “undue burden” on the library. Within the framework of the library’s mission and collection policies, public, school, and academic library collections should include materials with accurate and up-to-date information on the spectrum of disabilities, disability issues, and services for people with disabilities, their families, and other concerned persons.
5. Assistive Technology. Well-planned technological solutions and access points, based on the concepts of universal design, are essential for effective use of information and other library services by all people. Libraries should work with people with disabilities, agencies, organizations and vendors to integrate assistive technology into their facilities and services to meet the needs of people with a broad range of disabilities, including learning, mobility, sensory and developmental disabilities. Library staff should be aware of how available technologies address disabilities and know how to assist all users with library technology.
6. Employment. ALA must work with employers in the public and private sectors to recruit people with disabilities into the library profession, first into library schools and then into employment at all levels within the profession. Libraries must provide reasonable accommodations for qualified individuals with disabilities unless the library can show that the accommodations would impose an “undue hardship” on its operations. Libraries must also ensure that their policies and procedures are consistent with the ADA and other laws.
7. Library Education, Training and Professional Development. All graduate programs in library and information studies should require students to learn about accessibility issues, assistive technology, the needs of people with disabilities both as users and employees, and laws applicable to the rights of people with disabilities as they impact library services. Libraries should provide training opportunities for all library employees and volunteers in

3. A sufficient degree of economic security to make employment in the library attractive to men and women of ability.
4. The opportunity for the library employee to work without fear of undue interference or dismissal and freedom from discharge for racial, political, religious, or other unjust reasons.

B.9.7 Inclusiveness and Mutual Respect

recommended by state library associations shall be made available from any placement services provided by ALA and its units.

All ALA and unit publications printing classified job advertisements shall list the salary ranges established for open positions where available and shall include a regional salary guide delineating the latest minimum salary figures recommended by state library associations for library positions.

B.9.18 Reproduction of Noncommercial Educational and Scholarly Journals
ALA encourages authors writing primarily for purposes of educational advancement and scholarship to reserve for themselves licensing and reproduction rights to their own works in the publishing contracts they sign.

ALA, in cooperation with other educational organizations, urges publishers to adopt and include in their journals or similar publications a notice of a policy for the noncommercial reproduction of their materials for educational and scholarly purposes.

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B.11 Public Relations

B.11.1 Policy Objectives
Through public information programs, and through its publications and membership activities, the ALA seeks to:

- keep the American public aware of libraries,
- encourage greater useof libraries, and
- stimulate citizen support of libraries.

It is ALA's policy to engage in public information programs that are primarily national in scope, that benefit all types of libraries and their constituents, and that, in turn, inspire local or special libraries to engage in promotion and education activities in their own communities.

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