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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:

- **Ac. 4-4. 30143(c)-3. 91818(r)2. 17701(s)2. 177017**



### 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.

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- 6. %ocial 7ustice
- 8. Technological )nowledge and %kills

A person graduating from an ALA-accredited master's program in library and information studies should know and, where appropriate, be able to employ&

- ' . (ateway )nowledge
- ' A. \$mploy the ethics, values, and foundational principles of the library professio





A E po s t n d u s u o i o s s a a u a s a n i n t s d o a d n o







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((Policy Reference File)): Challenged Resources: An Interpretation of the Library : # % & \* + # % & , ALA C - . & \$ / 0 1 2 \* % & , 1act + P - F \$ pgs' / Formerly titled:

facilities the library has to offer/ 8: ery restrict

inhibit a person's access to materials/

Libraries and their governing bodies have a legal and professional obligation to ensure that all members of the communities they serve have free and equitable access to a diverse range of library resources and services that is inclusive regardless of content approach or format/ This principle of library service applies equally to all users insofar as well as adults/ Lack of access to information can be harmful to persons/ Libraries and their governing bodies must uphold this principle in order to provide adequate and effective service to persons/

(see "Policy Reference File": Access to Library Resources and Services for Persons: An Interpretation of the \_\_\_\_\_ Act enacted by the ALA Council "une #> #%&\$' /

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(\_\_\_\_\_ Policy Reference File": Access to Library Resources and Services for Persons: An Interpretation of the \_\_\_\_\_ re:ised #%&\*+##%&, ALA C- . &\$, / (Formerly

entitled: Free Access to Libraries for Persons: An Interpretatio1. 68779(e)- 3. 01357(r)- 1. 6545986 3(o

The American Library Association opposes censorship from any source including library boards faculty administration trustees and elected officials/ Libraries have a profound responsibility to encourage and support intellectual freedom by making it possible for the user to choose freely from a variety of offerings/

(see "Policy Reference File": [8: Evaluating Library Collections: An Interpretation of the Library Bill of Rights](#)  
Adopted by the ALA Council ["une #> #%&\\$"/](#)

Adopted [&\\$0\\*](#) amended [&\\$; & #%%; /](#) (see "Policy Reference File": [8: Evaluating Library Collections: An Interpretation of the Library Bill of Rights](#) revised [#%0+#%%; ALA C- . &\\$/>/ + P-F # pgs'](#)

Participation in a democratic society requires unfettered access to current social political economic cultural scientific and religious information/ Information and ideas available outside the prison are essential to prisoners for a successful transition to freedom/ Learning to be free requires access to a wide range of knowledge and suppression of ideas does not prepare the incarcerated of any age for life in a free society/ Even those individuals that a lawful society chooses to imprison permanently deserve access to information to literature and to a window on the world/ Censorship is a process of exclusion by which authority reflects specific points of view/ That material contains unpopular views or even repugnant content does not provide justification for censorship/



[\(see "Policy Reference File": Labeling Systems: An Interpretation of the Library Bill of Rights #%&, +#%&> ALA C- . &\\$/, '\)](#)

### B.2.1.8 Rating Systems (Old Number 53.1.7)

Libraries no matter their size contain an enormous wealth of information points and are responsible for making those information points available to all. However, libraries do not advertise or endorse the content found in their collections or in resources made accessible through the library. Rating systems are tools or labels designed by individuals or organizations to advise people regarding suitability or content of materials. Rating

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 isolate minors. First Amendment.



Publicly funded libraries are not obligated to provide meeting room space to the public/ If libraries choose to do so such spaces are considered designated public forums and legal precedent holds that libraries may not exclude any group based on the subject matter to be discussed or the ideas for which the group advocates/ For example if a group's actions during a meeting disrupt or harass others in the library library policies regarding acceptable behavior may apply/ If libraries adopt policies that are perceived to restrict potentially controversial groups) access to meeting rooms they may face legal and financial consequences/ Allowing religious groups to use library meeting rooms and spaces does not constitute a breach of the First Amendment's Establishment Clause/

Libraries offering meeting rooms and spaces should develop and publish policies governing use after consultation with legal counsel/ These policies should properly define the place or manner of use/ such restrictions should not pertain to the content of a meeting or to the beliefs or affiliations of the sponsors/ Policies should be regularly reviewed with staff and made available to the public in all of the community's only 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 314. 7087(tR244. 788 0 T. 68779(e)- 3. 09)-





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## B.2.1.12 Di-erse . olle\*tions



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systems, procedures, and policies for access control of sensitive data<sup>1</sup> a procedure for security training for those with access to data<sup>1</sup> and documented procedures for breach reporting, incident response, and system, software, and network security configuration and auditing.<sup>2</sup>

Libraries should follow purpose-limitation, storage-limitation, and data-minimization principles<sup>3</sup> when making decisions about collecting and retaining library-use data. In particular, libraries should collect and store only personally identifiable data re-quired 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 e4plicit permission from the user or if re-quired by law or e4isting 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. "uch agreements should stipulate that user data is confidential and that it may not be used or shared e4cept 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 . As e4isting contracts approach e4piration, libraries



[Policy Reference 81e90 \(Privacy\) An Interpretation of the Library : ill of /ights0 <>>?-<>>< ' \\* @?3.A. - \(\\* 8, B pgs&](#)

**B.2.1.18**

The ALA affirms that the use of filtering software by libraries to block access to constitutionally protected speech violates the Library : ill of /ights.

[Policy Reference 81e90 /esolution on the \) se of 8ltering "oftware in Libraries, ?33A-3. ' \\* @?3.= - \(\\* 8, ? pg&](#)



All people, regardless of origin, age, background, or views, possess a right to privacy and

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

.<sup>A</sup> 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 access constitutionally protected information and, at a minimum, have the right to ask the library or librarian to provide



The

7affirms that all libraries are forums for information and ideas,9

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.

[Policy Reference 8: Education and Information Literacy: An Interpretation of the Library Bill of Rights](#)

Amended by the ALA Council, June 2013

[Policy Reference 9: Advocating for Intellectual Freedom: An Interpretation of the](#)





As defenders of intellectual freedom and the First Amendment, libraries have a responsibility to offer unrestricted access to online activity in accordance with local, state, and federal laws and to advocate for greater access where it is abridged. Of equal importance is the responsibility to advocate for minors' right to free expression and privacy online while using libraries of all types. In addition, library workers and educators should help young people learn digital citizenship skills that will prepare them to be responsible, effective members of a global society.

[Policy Reference 8190 Minors and Online Activity: An Interpretation of the Library : Bill of Rights, Adopted by the ALA Council, June 2003](#)

[Adopted 2003, amended 2008. Policy Reference 8190 Minors and Internet Activity: An Interpretation of the Library : Bill of Rights: ALA Council 2003. DELETED & Formerly titled: Minors and Internet Interactivity: An Interpretation of the Library : Bill of Rights](#)

\* discovery systems that offer user-generated-content features may allow users to contribute commentary and reviews, use simple point-and-click rating systems %e.g., one star to five stars&, or engage in discussions. To avoid appearance of library endorsement or disapproval, libraries should make efforts to differentiate between user-generated content and library-

### B.2.1.26 Religion in Libraries

The First Amendment guarantees the right of individuals to believe and practice their religion or to practice no religion at all and prohibits government from establishing or endorsing a religion or religions. Thus, the freedom of, for and from religion, are similarly guaranteed. The First Amendment also guarantees the corollary right of individuals to receive information on religious topics. Libraries support this right by providing access to diverse religious thought without becoming a proponent of any of them. Adopted August 2002

[See Policy Reference 8.1.10 Religion in American Libraries: An Interpretation of the Library Bill of Rights, Section 3.3. Adopted June 2002](#)

#### B.2.1.3.1 Support School and Youth Services Librarians Facing Increased Intellectual Freedom Challenges

The Association commits to ongoing support of all children's right to read, their equitable access to diverse

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- He 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 L informed, literate, educated, and culturally enriched.
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gender identity or expression. ALA encourages all A

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**B.**

Since 1934, the American Library Association has been actively engaged in combating any and all attitudes, behavior, services or programs which amount to the exclusion or restriction of a targeted group of people based on a designation of race, skin color, ethnic origin or descent.

ALA also recognizes that institutionalized inequities based on race are embedded into our society and are reinforced through social institutions and further perpetuated by policies, practices, behaviors, traditions, and structures. And, since libraries are a microcosm of the larger society and play an important and unique role in the communities they serve, they must seek to provide an environment free of racism, where all are treated with respect and dignity.

ALA is committed to promoting diversity, equity, and inclusion in all aspects of the greater work of the profession. We recognize the need to address the historical effects of racism and to create a stronger voice for our profession.

- 12 Acknowledges the American Association of School Librarians' past actions and inactions that have harmed members of the profession
- 22 Apologizes to Black school librarians for wrongs committed against them and for AA-SL's inactions on behalf of segregated school libraries and school library state associations
- 32 Apologizes to all Black, Indigenous, and People of Color (BIPOC) school librarians for AA-SL's part in historical racism and segregation in the school librarian profession
- 22 Commits to promoting diversity in school librarianship in undergraduate and graduate programs and at school recruitment fairs
- 22 Commits to ensuring a diverse and inclusive membership by recruiting, welcoming and encouraging BIPOC school librarians to consider leadership opportunities within ALA and AA-SL
- 22 Commits to apply and prioritizing an Equity, Diversity and Inclusion lens in all aspects of the greater work of AA-SL and ALA
- 22 Commits to sustaining a more diverse and inclusive leadership within ALA and AA-SL in terms of ethnicity, gender, and ability representation
- 82 Communicates and aligns all DEI initiatives throughout AA-SL, ALA's response to the newly adopted DEI scorecard, and the profession
- 02 Creates opportunities for collaboration with ALA divisions, ALA chapters, AA-SL chapter, ALA Roundtables and National Affiliates of Librarians of Color (NALC) to create a stronger voice for our profession

[Policy Reference 8109 Resolution to Promote Equity, Diversity, and Inclusion: Efforts in AA-SL While Addressing Historical Effects of Racism, Adopted by Council 100](#)

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**B.4.4**

#### B.4.6.2 Principles for Digitized Content (Old Number 50. 5.2!)

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 preservation of digital materials and that require revision, enhancement and creation. This is critical to the advancement of ALA's leadership role in the information society and to the support provided to members. This will also sustain the relevance and impact of libraries and librarians in their communities.

##### 1. Values

\* Digital collections are as important to libraries as all other types of collections. The policies of the Association apply fully to digital collections, including values such as intellectual freedom, commitment to access, respect for confidentiality and privacy, freedom of information, service for the public good, and professionalism.

\* Digital content must be given the same consideration as other library materials when conducting collection development, organization and cataloging of works, reference services, and preservation.

\* Digital content must be provided in various and alternative ways to meet the unique needs and circumstances of all people.

E-uitable access to digital library materials is ensured through maximum accessibility, ubiquity, sustainability, and barrier-free access

##### 2. Intellectual Property Rights

Access to and use of digital content that is protected by copyright should be provided in a fair and e-uitable manner, balancing the rights and privileges of users, creators, and owners. Rights management policies and procedures must promote the advancement and sharing of knowledge, innovation, and creativity.

##### 3. Sustainable Collections

A library's digital collections and associated activities must be sustainable.

Sustainability requires secure and ongoing funding, technology solutions that are appropriate to the longevity of the cultural record, and long-term management capabilities.

##### 4. Collaboration

Collaboration enables the building of collections that support research, scholarship and information needs of diverse communities. Collaboration will require strong organizational support and promotion by library and cultural heritage practitioners, their institutions, and their associations.

##### B.

**A. International Scope**

\* igital 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. \* igital collections and services must be developed with goals of technical and social interoperability in the international information sphere.

**.. Continuous learning**

\* igital collections are developed and sustained by an educated workforce.

**F**embers of the library and cultural heritage professions must engage in ongoing learning.

## B.5. Libraries and the Public Good (Old Number 50.0)

### B.5. Nominations to the Posts of Librarian of Congress and of Archivist of the United States (Old Number 50.1)

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.

[View Policy Reference File 0 July 2013. B 1 @B2, 232A-232. 1 \\* @2 - \(\\*8, 2 pgs&](#)

### B.5.2 Financing of Libraries (Old Number 50.0)

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.5.1 Disarmament and Conflict Resolution in Libraries (Old Number 50.0)



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B.6. International Relations (Old Number 50!

B.6. Policy Objectives (Old Number 50. !

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B.0.1.2 Recycled Paper (Old Number 52.2.2)

B.0.4 Council (Library) Programs (Old Number 52.2.1)

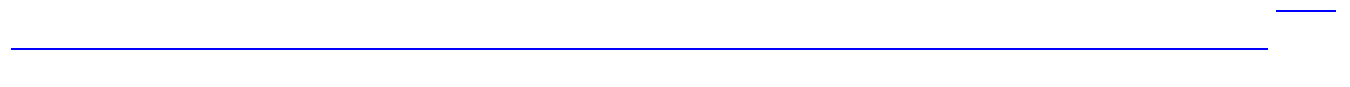
B.0.4. Instruction in the Role of (Libraries in ) Education (Old Number 52.1)

B.0.4.2 ; )e Council (Library) Program (Old Number 52.1. !

B.0.4.1 Council (Library) Programs > Materials Selection Policies (Old Number 52.1.2)

B.0.5 Confidentiality of (Library) Records (Old Number 52.4)

B.0.5. ; )e Rights of (Library) Users and the . #, P, ; &O; , ct (Old Number 52.4. !



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B.0.5.2 Confidentiality of Person's Identifiable





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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.
- 1 .! cknowledging the disproportionate rate at which poverty affects underserved populations, including but not limited to women, pee, pe bueegell(p) -0. **07093**

## B.9 Library Personnel Practices (Old Number 54)

### B.9.1 Library and Information Studies and Human Resource Utilization Statement of Policy (Old Number 54.1)

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 library profession, but the library profession has responsibility for defining the training and education required for the preparation of personnel who work in libraries at any level, supportive or professional.

Skills other than those of library and information studies also have an important contribution to make to the achievement of superior library service. There should be equal recognition in

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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.9.5 Inclusiveness and Mutual Respect (Old Number 54.5)

The American Library Association values, respects, and welcomes the contributions and participation of all library workers. It actively promotes inclusiveness within the Association and communicates images and information about all types of library careers. It provides services and developmental opportunities for all library workers.

The American Library Association affirms the importance of inclusiveness and mutual respect as essential for employee productivity, morale, and learning. Library employers that have developed respectful organizational cultures with inclusive language and developmental opportunities for all library workers should be recognized as models for others.

[See Policy Reference File # 1 Policy on Inclusiveness and Mutual Respect, 244 \(244+ 1\) 9CD 1 \(PC7, pgs:](#)

#### B.9.6 The Library's Pay Plan (Old Number 54.6)

In order to assure equal pay for equal work, libraries should have a well-constructed and well-administered pay plan based on systematic analysis and evaluation of jobs in the library.

[See Policy Reference File # The Library's Pay Plan Public Policy Statement. \(PC7, pgs:](#)

#### B.9.9 Permanent Part-time Employment (Old Number 54.9)

The right to earn a living includes a right to part-time employment on a par with full-time employment, including prorated pay and fringe benefits, opportunity for advancement and protection of tenure, access to middle- and upper-level jobs, and exercise of full responsibilities at any level.

It shall create more voluntarily chosen upgraded permanent part-time jobs in its own organization and supports similar action on the part of all libraries.

#### B.9.1: Equal Opportunity and Salaries (Old Number 54.1:)

The American Library Association supports and works for the achievement of equal salaries and opportunity for employment and promotion for men and women.

The Association fully supports the concept of comparable wages for comparable work that aims at levels of pay for female-oriented occupations equal to those of male-oriented occupations. It therefore supports all legal and legislative efforts to achieve wages for library workers commensurate with wages in other occupations with similar qualifications, training, and responsibilities.

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B.9.15 %d0ertisin) Salary ! an)es (Old Number 54.15)

! vailable salary ranges shall be given for positions listed in any placement services provided by  
! "!" and its units. ! regional salary guide delineat



ALA Policy Manual Section 6

B.11 Public Relations (Old Number 59)

B.11.1 Policy Objectives (Old Number 59.1)