

Mission Statement

Current: Since 1959, the Mid-Hudson Library System has acted to insure the public's right to free access, facilitate economical resource sharing, and promote professional library services while working in partnership with the independent public and free association libraries in the designated service region.

Proposed: ~~Since 1959, the~~ Mid-Hudson Library System ~~has acted~~ acts to ~~insure~~ uphold the public's right to free and equitable access to information and library resources; facilitate economical resource sharing; and promote professional and inclusive library services in partnership with ~~the~~ our independent ~~public and free association~~ member libraries ~~in the designated service region~~.

Draft Vision Statement

Current: N/A

Proposed: We envision a world in which individuals, families and communities thrive when they have access to information, resources, learning environments and library services that respect the triple bottom line of social equity, economic feasibility, and environmental stewardship.

Draft Core Values

Current: N/A

Proposed:

- Responsive Customer Service: The staff and board of the Mid-Hudson Library System strive to be active listeners and timely problem solvers that create a culture of support and professionalism with each other and our member libraries.
- Equity, Diversity, and Inclusion: The staff and board of the Mid-Hudson Library System believe in working together to co-create a society that is free from structural inequities.¹
- Environmental Stewardship: The staff and board of the Mid-Hudson Library System are committed to minimizing our organization's ecological impact and maximizing future generations' ability to live, work, and play in our shared natural environment, with equal access to clean air, clean water, and natural resources.²
- Economic Feasibility: The staff and board of the Mid-Hudson Library System are committed to achieving sustainable funding both for the System and for member library services.
- Future-Focused: The staff and board of the Mid-Hudson Library System are devoted to optimizing, balancing, iterating and innovating services to equip member libraries for the future.

¹ MHLS Equity, Diversity, and Inclusion Policy, 2021

² Environmental Sustainability Policy, 2018

Draft Ethics Policy

Board of Trustees and Employee Ethics Policy

The Mid-Hudson Library System (MHLS) depends on the trust of its members and the greater community to successfully achieve its mission. All Board members and employees must conduct business on behalf of MHLS with the highest level of integrity avoiding any impropriety or the appearance of impropriety.

Guiding Principles

Board Members and Employees Should:

- uphold the integrity of the Mid-Hudson Library System and perform their duties impartially and diligently;
- protect and uphold library patrons' right to privacy in their use of the library's resources; and
- avoid having financial interests that may reasonably bring into question their position in a fair, impartial and objective manner.

Board Members and Employees Should Not:

- engage in discrimination of any kind including that based on race, age, class, ethnicity, religion, sex, sexual orientation, disability or belief system;
- knowingly act in any way that would reasonably be expected to create an impression among the public that they are engaged in conduct that violates their trust as Board members or employees;
- use or attempt to use their position with the Mid-Hudson Library System to obtain unwarranted privileges or advantages for themselves or others;
- be swayed by partisan interests, public pressure, or fear of criticism; and
- denigrate the organization or fellow Board members or employees in any public arena.

Therefore:

To preserve and uphold the Mid-Hudson Library System's reputation as an organization of unimpeachable integrity, each Board member and employee will sign this policy at the beginning of each calendar year (and at the commencement of his/her service) during their tenure with the Mid-Hudson Library System. This is in addition to the MHLS Conflicts of Interest Policy and associated disclosure form.

Compliance:

If any Board member or the executive director appears to be in conflict of the "Guiding Principles" above, they will be asked to meet with the Executive Committee to discuss the issue. The Executive Committee will make a recommendation to the full Board based on their findings. Employees who are or appear to be in conflict with the "Guiding Principles" will be asked to meet with the Executive Director who will make a determination as to discipline or termination based on his or her findings.

Signature: _____ **Date:** _____