

ALA Policy Monitoring

TO: ALA Council

FROM: ALA Policy Monitoring Committee (PMC)

RE: INFORMATION ITEM: One (1)
ACTION REQUESTED: One (1)
REPORT: Attached

ACTION REQUESTED BY:

Policy Monitoring Committee

- Action #1 Merge B.1.2.1 into B.1.2

CONTACT PERSON:

Aaron Dobbs, PMC Chair

STAFF LIAISON CONTACT:

Marsha P Burgess, Governance Officer

DATE:

January 7, 2025

BACKGROUND:

PMC is charged with maintaining the organization, accuracy, and currency of the **ALA Policy Manual**, i.e. "... to be responsible for keeping the policy manual accurate and up to date and to call council's attention to out-dated items to be retired from the manual or gaps in the presentation of policies".

ALA Policy Manual Section B contains ALA statements on library-centric ideals, interpretations of these ideals, and policy issues. The PMC is reviewing **Section B**, identifying items that were last addressed more than ten (10) years ago, and contacting originating Units (where identifiable) to request a status from the Unit(s) that originally proposed the content.

Originating Units, when identifiable, are asked to review their PMC-provided specific Section B items and indicate to the PMC that 1. the Unit will propose an update to ALA Council in accordance with their priorities, 2. the existing language remains accurate and current and/or has been superseded by more-recent language, or 3. the existing language is out of date and can be removed.

INFORMATION ITEMS:

- ALA Units (Staff Liaison & President/Chair) that have created content reflected in the ALA Policy Manual Section B should anticipate contact from PMC in Spring 2025. The message will request a review of a list of **ALA Policy Manual Section B** items more than ten years old and will look something like this:

Dear [Originating Unit Name] ([Unit Acronym]),

The [ALA Policy Monitoring Committee](#) (PMC) is charged with monitoring the accurate documentation and codification of ALA policy. As part of our work, we are reviewing all ALA policies currently included in Section B of the [ALA Policy Manual](#), and we have identified several policies that may be in need of updating.

Several items in ALA Policy Manual Section B seem to originate with [Unit Acronym] and contain policy statements **last renewed more than ten (10) years ago**.

Policies listed below were last approved prior to 2015 and may contain outdated or duplicative language. PMC is writing to request that your [committee/division] review these policies to determine if they need to be updated or removed from [ALA Policy Manual Section B](#).

[insert list here]

PMC understands that your [committee/division] is charged with many tasks; however, we hope you are able to assess the policies above and notify us of your evaluation by **March 1, 2025**.

Policies that [Unit Acronym] identifies

- in need of updating may be updated according to your timeline and priorities. PMC does not set deadlines for necessary updates.
- as current and accurate need no further action (but please let PMC know)

Please tell PMC

- which policies are under review for future updates
- which policies are current (PMC will annotate our tracking spreadsheet)
- which, if any, additional ALA units PMC should add as relevant to each policy

PMC plans to present the results of this comprehensive review to ALA Council at the 2025 ALA Annual Conference, and may recommend for deletion or revision any outdated policies that are not confirmed as current.

ACTION ITEMS:

Action Item #1 Merge B.1.2.1 into B.1.2

[note: this is a minor edit and could start on the consent agenda, unless questions arise]

B.1.2 Code of Professional Ethics for Librarians (~~Old Number 40.2~~)

As members of the American Library Association, we recognize the importance of codifying and making known to the profession and to the general public the ethical principles that guide the work of librarians, other professionals providing information services, library trustees, and library staffs.

Ethical dilemmas occur when values are in conflict. The American Library Association Code of Ethics states the values to which we are committed and embodies the ethical responsibilities of the profession in this changing information environment. 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.
3. We protect each library user's right to privacy and confidentiality with respect to information sought or received and resources consulted, borrowed, acquired or transmitted.
4. We respect intellectual property rights and advocate balance between the interests of information users and rights holders.
5. We treat co-workers and other colleagues with respect, fairness, and good faith, and advocate conditions of employment that safeguard the rights and welfare of all employees of our institutions.
6. We do not advance private interests at the expense of library users, colleagues, or our employing institutions.
7. We distinguish between our personal convictions and professional duties and do not allow our personal beliefs to interfere with fair representation of the aims of our institutions or the provision of access to their information resources.
8. We strive for excellence in the profession by maintaining and enhancing our own knowledge and skills, by encouraging the professional development of co-workers, and by fostering the aspirations of potential members of the profession.

9. We affirm the inherent dignity and rights of every person, and work to recognize and dismantle system and individual biases; to confront inequity and oppression; to enhance diversity and inclusion; and to advance racial and social justice in our libraries, communities, profession, and associations through awareness, advocacy, education, collaboration, services, and allocations of resources and spaces.

Adopted at the 1939 Midwinter Meeting by the ALA Council; amended June 30, 1981; June 28, 1995; ~~and~~ January 22, 2008, and June, 2021. (See "Policy Reference File: ALA CD#24.2 ALA Committee on Professional Ethics, Approved at the 2021 Virtual Annual Conference).

~~B.1.2.1 ALA Code of Ethics Ninth Principle (NEW)~~

~~The ALA affirms the inherent dignity and rights of every person. We work to recognize and dismantle system and individual biases; to confront inequity and oppression; to enhance diversity and inclusion; and to advance racial and social justice in our libraries, communities, profession, and associations through awareness, advocacy, education, collaboration, services, and allocations of resources and spaces.~~

PMC ACTIVITIES REPORT : ALA Annual 2024 -- LLX 2025

The ALA Policy Monitoring Committee met between ALA Annual 2024 and ALA LLX 2025 via Zoom in October, December, and January. Topics included 1. our **ALA Policy Manual Section B** review to identify originating units, 2. finalized draft emails to Originating Units for distribution, and 3. identified and drafted potential action items for Council action at LLX.

Over the last several years and between meetings this year, asynchronous individual research delved deeply into ALAIR (while not awakening the Balrog) and identified historical originating Units and potential successor Units when the originating Unit was a temporary or now-disbanded Unit.

Submitted on behalf of your excellent and admirable PMC colleagues:

Elena Carrillo (2023 - 2025)

Dr. LaKeshia NeShaun Darden (2024 - 2026)

Mr. Aaron W. Dobbs (2024 - 2026)

Nanette Wargo Donohue (2023 - 2025)

Mr. George E. Gottschalk, IV (2024 - 2026)

Dr. Binh P. Le (2024 - 2026)

Toni Negro (2023 - 2025)

Cassandra E. Osterloh (2024 - 2026)

Melissa Perez Shadowens (2023 - 2025)

Rachel Stephanie Wells (2023 - 2025)

Ms. Kara Whatley (2023 - 2025)

Mr. Nick H. Buron (Board Liaison)

Mrs. Marsha P. Burgess (Primary Staff Liaison)