#publibchat January 12, 2017 - Sexual Harrassment of Library Workers

January 12 Sexual Harassment of Library Workers Chat Questions

Here are the questions for the January 12th chat! Q1 What measures are in place your work to protect you? Support you? Are they adequate?

 Sexual Harassment of Library Workers - Resources for January 12 chat

Please add link/resource suggestions in the comments. Library sexual harassment (video skit)

Teen Librarian Toolbox - Things They Don’t ...

let’s talk about

sexual harassment of library workers

Thursday January 12

#critlib #publibchat

joint twitter chat

9pm ET / 8pm CT / 7pm MT / 6pm PT

5 MINUTES! Join #publibchat & #critlib to talk about sexual harassment of library workers.

9pmET/8CT/7MT/6PT pic.twitter.com/wanLyQmhGT

Charissa Powell
@CharissaAPowell

Hi all! Welcome to tonight's #publibchat! Tonight's discussion on sexual harassment of librarians is moderated by myself and @dejah_thoris
Charissa Powell  
@CharissaAPowell

FYI - While tonight's chat is a collab between #critlib and #publibchat we are only using the #publibchat to track tweets tonight

A YEAR AGO

Katelyn Patterson  
@radicallibrarian

Come join us for #publibchat! twitter.com/CharissaAPowell...

A YEAR AGO

Charissa Powell  
@CharissaAPowell

We will be using the Q&A format. To respond to Q1 begin your tweet with A1, etc. And don't forget the hashtag! #publibchat

A YEAR AGO

Charissa Powell  
@CharissaAPowell

Before our first question, please introduce yourself if you'd like! #publibchat

A YEAR AGO

Katie McLain  
@kt_librarylady

SO glad to be having conversation about sexual harassment. Such a problem for my coworkers and me #publibchat

A YEAR AGO

Kate Deibel  
@metageeky

The #critlib anon relay is available. It will add the #publibchat tag for you: script.google.com/macros/s/AKfyc...
Charissa Powell  
@CharissaAPowell

My name is Charissa! I'm an academic librarian but I spent many summers working at a pub lib and am excited about tonight's chat #publibchat

A YEAR AGO

Katie McLain  
@kt_librarylady

Katie, reference assistant at IL public library, current MLS student at U of I, RA specialist #publibchat

A YEAR AGO

Kate Deibel  
@metageeky

There is no tracking of who posts to the relay and thus allows anonymous contributions to the chat. #publibchat

A YEAR AGO

Greg Bem  
@bembrarian

Hi! I'm Greg Bem from the Library Learning Commons at LWTech, (tech. college in Kirkland, WA) Will mostly be lurking tonight. #publibchat

A YEAR AGO

Katelyn Patterson  
@radicallibrarian

@kt_librarylady hesitant to like this but thanks for joining the conversation. hopefully the discussion will be helpful. #publibchat

A YEAR AGO

Caroline Kay Allen  
@Overcastallen

#publibchat my name is Caroline, and I work with teens at a public library

A YEAR AGO
dejah_thoris

Hello from snowy northern MI! I'm a metadata & eresources librarian but I've worked plenty of night shifts on the desk too. #publibchat

A YEAR AGO

Kate Deibel
@metageeky

Hi #publibchat. Lib technologist at UW-Seattle. Mainly listening tonight and ensuring the relay works.

A YEAR AGO

Katelyn Patterson
@radicallibrarian

@metageeky THANK YOU for creating that and letting us borrow tonight for the chat! #publibchat

A YEAR AGO

Katelyn Patterson
@radicallibrarian

if you want to Tweet anonymously, you are covered! #publibchat twitter.com/metageeky/stat...

A YEAR AGO

Katelyn Patterson
@radicallibrarian

#youthservices consultant from Austin, TX here and regular #publibchat-r

A YEAR AGO

Charissa Powell
@CharissaAPowell

Q1 What measures are in place your work to protect you? Support you? Are they adequate? #publibchat

A YEAR AGO
Katelyn Patterson @radical librarian
@bembrarian welcome and thanks for being here! #publibchat
A YEAR AGO

Katie McLain @kt_librarylady
A1 Support from mgmt and admin, plus strong security team. We can write up patron for harassment without worry of repercussions #publibchat
A YEAR AGO

dejah_thoris @dejah_thoris
Please consider comparing prior workplaces in your responses too especially if they were different types of libraries. #publibchat
A YEAR AGO

Katelyn Patterson @radical librarian
A1 Though I work for a small nonprofit that supports public libraries, we still have policies in place like many publibs #publibchat
A YEAR AGO

Robin Desmeules @RobinDesmeules
greetings #publibchat from rainy Montreal! I’ve been working in libraries for 12 years. Looking forward to this discussion.
A YEAR AGO

Katelyn Patterson @radical librarian
@kt_librarylady sounds very supportive! #publibchat
A YEAR AGO
Charissa Powell
@CharissaAPowell

@kt_librarylady that's great to hear! support from admin is really great. Does writing patrons up result in anything? #publibchat

A YEAR AGO

Katelyn Patterson
@radicallibrarian

@RobinDesmeules thanks for joining in! #publibchat

A YEAR AGO

dejah_thoris
dejah_thoris

Also if you worked somewhere that handled situations really well or terribly please discuss that experience. #publibchat

A YEAR AGO

Caroline Kay Allen
@OvercastAllen

#publibchat we have policies, but they do not adequately address the perceived casual nature of some harassment, ex: rep. Asking out staff

A YEAR AGO

Kate Kitchens
@Infinity_Dots

Hi! Kate Kitchens, academic librarian in Iowa. I'm just lurking tonight. #publibchat

A YEAR AGO

Pat Tea
@patoney

I'd like to think the union would be supportive #publibchat twitter.com/CharissaAPowell...
Katelyn Patterson
@radicalibrarian

A1 I also volunteer regularly in a public lib. Come to think of it, not sure how I am covered there as a volunteer... #publibchat

Charissa Powell
@CharissaAPowell

@Overcastallen I'm sorry to hear that - what types of harassment do the policies protect against?
#publibchat

A YEAR AGO

Katie McLain
@kt_librarylady

Support from admin came after I spoke to manager about the issues we (desk staff) were having w/ casual harassment #publibchat

A YEAR AGO

Jessica Schomberg
@schormj

A1 State/federal laws and uni policies. We'll seek help to protect student workers - now - but staff are in our own #publibchat twitter.com/CharissaAPowell...

A YEAR AGO

Katie McLain
@kt_librarylady

They had no idea problem was as widespread as it was #publibchat

A YEAR AGO

Charissa Powell
@CharissaAPowell

@kt_librarylady thanks for the follow up! that's great to have a paper trail #publibchat

A YEAR AGO
dejah_thoris
A1 I've never seen one for an academic library that really covers it well. Disruptive patron behavior, yes. #publibchat

Charissa Powell
@CharissaAPowell
@radicalibrarian oohh that's an interesting point for volunteers... #publibchat

dejah_thoris
A1 And sexual harassment from mgmt/coworkers, yes. Having been assaulted as student library worker I wonder if any address them. #publibchat

Charissa Powell
@CharissaAPowell
A1 going to be honest, I'm not 100% sure about policies at my workplace. I don't recall it being covered during my training #publibchat

Kate Deibel
@metageeky
@dejah_thoris I’ve never thought about it deeply, but what’s your thoughts on the UW Lib’s CoC? #publibchat lib.washington.edu/about/policy/c...

Pat Tea
@patoney
MPOW prohibits "Use of abusive, threatening, harassing or offensive language" #publibchat twitter.com/CharissaAPowell...
@kt_librarylady I'm happy you felt comfortable speaking up! #publibchat

@OvercastAllen Yes & no. There is a regular patron that doesn't really understand personal space and does not read social cues. #publibchat

@dejah_thoris A1 In my case it was student worker to student worker, so maybe under the university code of conduct had I pressed charges. #publibchat

@melbrarian hey #publibchat #critlib, trying to lurk on my lunch break, following w interest. public librarian, australia

@CharissaAPowell A1.2 I DO know that there are strict no photography rules in my library for sexual harassment reasons #publibchat

@metageeky @dejah_thoris One complaint I have is that's buried in our website's sitemap (makes mental note to pass that insight on) #publibchat
Jessica Schomberg
@schomj
@dejah_thoris the ONLY time I ever see actual action is when we're allowed to bring in campus security/equal opportunity office #publibchat
A YEAR AGO

Charissa Powell
@CharissaAPowell
@Overcastallen thank you for sharing! that is unfortunate, however. trying to see if there's a trend here #publibchat
A YEAR AGO

Caroline Kay Allen
@Overcastallen
@radicalibrarian That's unfortunate :( do you feel that you have support from staff? #publibchat
A YEAR AGO

Katelyn Patterson
@radicalibrarian
@Overcastallen Never been inappropriate but can be uncomfortable @ times. Recently gasped when they come up right beside me. #publibchat
A YEAR AGO

Charissa Powell
@CharissaAPowell
@kt_librarylady that makes me so sad! No one deserves to be settled with sexual harassment as a side effect of their profession #publibchat
A YEAR AGO

dejah_thoris
dejah_thoris
Q2 Are incidences of sexual harassment openly discussed at your work? What would you like to change? #publibchat
A YEAR AGO
@Overcastellen The patron was explained to me and I was told that if I ever felt uncomfortable to let a staff memeber know. #publibchat

A YEAR AGO

Kate Deibel
@metageeky

#publibchat Interesting off-channel discussion: Academic libs, search to see if your lib has a code of conduct on website. How buried is it?

A YEAR AGO

Caroline Kay Allen
@Overcastellen

#publibchat A2 incidences are openly discussed, but there's often no desire to follow through w/ action against the offending patron.

A YEAR AGO

Kate Deibel
@metageeky

A2 We have a security incidents database and workflow such that the DB sends email about all* incidents right away #publibchat

A YEAR AGO

Caroline Kay Allen
@Overcastellen

Workers do not want to "make a scene" #publibchat

A YEAR AGO

Charissa Powell
@CharissaAPowell

@metageeky I literally can't find mine right now and I'm really frustrated #publibchat

A YEAR AGO
Kate Deibel
@metageeky

* Well... sort of right away. Only applies to library incidents, some policies delay some, etc.
#publibchat

Charissa Powell
@CharissaAPowell

@metageeky they did just today release the new website...so I'm hoping I'm just having a hard
time finding it #publibchat

dejah_thoris
dehaj_thoris

A1 I made a point of doing it with my student workers when I ran night shift. Controversial but I
felt they should know. #publibchat

Charissa Powell
@CharissaAPowell

A2 When I worked in a public library, it was openly discussed but seen as a compliment to be hit
on by patrons #notamused #publibchat

dejah_thoris
dehaj_thoris

A1 But I think I'm the exception. Most people are surprised that I did the "sex in the library" talk
but weird shit happens. #publibchat

Charissa Powell
@CharissaAPowell

A2.2 I was also REALLY young - I was 18 my first summer there. Pretty creepy thinking back on
it. #publibchat
Jessica Schomberg
@schronj

A2 By patrons? Yes if it affects student workers. By coworkers/campus peers? Nope. Even I'm afraid to call it out and I'm mouthy #publibchat twitter.com/dejah_thoris/s...

Charissa Powell
@CharissaAPowell

@schomj this so hit on another thought I was having. Discussing sexual harassment by staff among staff is tight lipped #publibchat

@CharissaAPowell ??? #publibchat pic.twitter.com/m2TWiyDdZQ

KATELYN PATTERSON @RADICALLIBRARIAN · A YEAR AGO

Charissa Powell
@CharissaAPowell

@kt_librarylady that is great to hear! I didn't fully realize how harmful that line of thought is until much later #publibchat

A YEAR AGO
A1 That talk also covered patron sexual activity too, like how to clear the dark computer lab of that one guy in the back #publibchat

A YEAR AGO

#publibchat A2 I would love to change the culture of hitting on all women who smile at you

A YEAR AGO

@CharissaAPowell I used to have a CW who women warned me not to get in the elevator with. Who'd assaulted a student worker. #publibchat

A YEAR AGO

@Overcastallen *praise hands emoji* OR being told to smile #publibchat

A YEAR AGO

A2.3 Not sure what question this would fall under, but I am recently remembering that my academic lib had a problem with a ... #publibchat

A YEAR AGO

@CharissaAPowell But admin refused to follow up on verbal complaints and discouraged written ones. So then what? #publibchat

A YEAR AGO
@Overcastlen yup! #publibchat pic.twitter.com/yv47Z33CPf

KATELYN PATTERSON @RADICALIBRARIAN · A YEAR AGO

Charissa Powell
@CharissaAPowell

A2.4 repeat offender masturbator and I had friends who would jokingly ask for updates. #publibchat

A YEAR AGO

Charissa Powell
@CharissaAPowell

A2.5 not a joke to the student staff member who found the patron and had to call the police #publibchat

A YEAR AGO

Katie McLain
@kt_librarylady

@schomj @CharissaAPowell Sexual harassment in libraries seems compounded when combining it w/ harassment in academic institution #publibchat

A YEAR AGO
Caroline Kay Allen
@Overcastallen
@RobinDesmeules @CharissaAPowell #publibchat I get a lot of comments about being TOO smiley, people call me girl, dear, etc bc of it and talk down to me. Ya just can’t win.

Charissa Powell
@CharissaAPowell
@schemm mmmmm. I had someone (in hushed tones) warn me about someone on the tenure committee. Really disturbing for a newbie #publibchat

Charissa Powell
@CharissaAPowell
Q3 If/when you raised a concern, how was it handled? #publibchat

Charissa Powell
@CharissaAPowell
@kt_librarylady @Overcastallen if I’m feeling sassy I go with a smile "no" lol or "why?" #publibchat

Charissa Powell
@CharissaAPowell
@Overcastallen seems like a solid place to start! #publibchat

Caroline Kay Allen
@Overcastallen
#publibchat A3 I raised a concern about a volunteer turned patron who would follow me/ask me out on weekends, staff was supportive
I should've kept the info on my Ohio stalker. Can't seem to find the news article where he got busted at the public library. #publibchat

A3 I have been lucky enough to have responsive work environments. #publibchat

A3. Security will often talk to patron if we raise a concern with them. Patron removed from library if behavior continues #publibchat

Poorly by my Dean who left me and 2 female student workers for night shift. THANK GOD my guybrarian coworker stayed w/us!! #publibchat

@Overcastallen glad you felt supported enough to raise concern! #publibchat

Nobody understood why he scared me so much because he was smart as hell. Talked normally with every other coworker too. #publibchat
@kt_librarylady does security work at your library whenever the library is open? #publibchat

A YEAR AGO

#publibchat does anyone feel that a lack of training caused them to tolerate something their work place actually had policies to handle?

A YEAR AGO

@kt_librarylady I thought that sounded rare - glad it is working well for you!! #publibchat

A YEAR AGO

A3 DPS did come by once & would walk us out if we called, but they didn’t get it. Then he groped a teen girl & was arrested. #publibchat

A YEAR AGO

@CharissaAPowell Also helped that we’ve had several retired police officers on safety staff over last few years! Big help. #publibchat

A YEAR AGO

@Overcastallen Or sadly just not wanting to approach uncomfortable subjects... #publibchat

A YEAR AGO
Caroline Kay Allen
@Overcastallen

@radicallibrarian #publibchat been there. What can management/workers do to change this avoidance of hard talks and lack of knowledge?

Katie McLain
@kt_librarylady

@Overcastallen @radicallibrarian I think taking staff member's concerns seriously is huge #publibchat

katie
@melbrarian

@Overcastallen great q, early in career the workplace culture led me to tolerate harrassment id never put up w now #publibchat

dejah_thoris
dejah_thoris

A3 It led to a HUGE fight over whether I could lock the loading dock door that was right next to my office. #publibchat

Katelyn Patterson
@radicallibrarian

@Overcastallen Perhaps make it a more formal, written process? Makes people less uncomfortable but still encourages reporting? #publibchat

dejah_thoris
dejah_thoris

A3 You know, because ILL is more important than whether we all get shot or whether I get jumped by a nutzo. #publibchat
Caroline Kay Allen
@Overcastallen
@melbrarian #publibchat that's definitely a big issue. No one wants to ruffle feathers, especially early in their career
A YEAR AGO

dejah_thoris
dehaj_thoris
Q4 How do you support your colleagues? #publibchat
A YEAR AGO

katie
@melbrarian
@Overcastallen part of that is training, part is other factors, esp expectation that this is part of working w public #publibchat
A YEAR AGO

Jessica Schomberg
@schornj
I was physically lifted out of my chair by a guest speaker in front of a senior staff person who didn't bat an eye, so... IDK #publibchat twitter.com/Overcastallen/...
A YEAR AGO

Katelyn Patterson
@radicalibrarian
@Overcastallen also just acknowledge that this is a regular part of being a woman and make sure there are ways of listening. #publibchat
A YEAR AGO

dejah_thoris
dehaj_thoris
A3 I tried to frame it as a building security question because maybe folks will listen to that. Kinda. Locked it after 10am. #publibchat
A YEAR AGO
Caroline Kay Allen
@Overcastallen

#publibchat A4 always offer to ask the patron giving them problems to leave. It’s easier to follow policy when you’re not the target.

Charissa Powell
@CharissaAPowell

@melbrarian @Overcastallen @kt_librarylady was talking about this as an expectation of the job! #publibchat

Katie McLain
@kt_librarylady

A4. Not all coworkers feel comfortable speaking up, so if I hear/see patron being inappropriate #publibchat twitter.com/dejah_thoris/s...

katie
@melbrarian

yes, exactly! as newbie library worker i was reluctant to make waves for fear of seeming unprofessional or not up to the job #publibchat twitter.com/overcastallen/...

Katelyn Patterson
@radicalibrarian

@dejah_thoris you are no longer there? was this resolved in anyway? #horrified #publibchat

Caroline Kay Allen
@Overcastallen

@schomj #publibchat I would definitely say that person lacked some training (and empathy)
Katie McLain
@kt_librarylady

and coworker is uncomfortable, I try to step in and tell patron to knock it off, that they're being inappropriate. #publibchat

Charissa Powell
@CharissaAPowell

A4 Trust and believe someone if they confide in you about sexual harassment #publibchat

Jessica Schomberg
@schomj

I have no faith that people will have my back if they don't even have a kindergarten-level understanding of bodily consent. #publibchat

Katie McLain
@kt_librarylady

@CharissaAPowell @melbrarian @Overcastallen Yes, I don't let anyone tell me "That's just life" when I complain about harassment! #publibchat

Caroline Kay Allen
@Overcastallen

@kt_librarylady #publibchat that's great that you're a source of support for your coworkers, always make it easier to deal w/ when you have help!

Caroline Kay Allen
@Overcastallen

@schomj #publibchat I would say that's a good call. Do you have support from other coworkers?
Katelyn Patterson
@radicalibrarian

A4 Keep an eye out for coworkers & volunteers. Easy to pretend to be retrieving a book to make sure they’re safe. #publibchat

A YEAR AGO

Charissa Powell
@CharissaAPowell

@kt_librarylady I love this! #publibchat

A YEAR AGO

Katie McLain
@kt_librarylady

@Overcastallen YES! We've really banded together over last couple years & very helpful and encouraging. #publibchat

A YEAR AGO

Charissa Powell
@CharissaAPowell

A4 Not at a pub lib, but front desk, we had a code word if someone was bothering a student - sad that we needed this but helpful #publibchat

A YEAR AGO

dejah_thoris

dehaj_thoris

A4 I sometimes regret not following up when I could've but I wasn't brave enough, so I try to fight more now. #publibchat

A YEAR AGO

Caroline Kay Allen
@Overcastallen

@melbrarian I had the same problem! Director was ultimately very supportive, but I was still terrified. #publibchat

A YEAR AGO
A4 If it's a student, we have a new policy where we're required to report sexual assault after a certain level of disclosure. #publibchat

@CharissaAPowell there are a LOT of things that happened to me as a young new lib person that I am horrified to remember now #publibchat

Our hour is up, but feel free to keep the conversation going! I am loving some of these convos <3 #publibchat

@melbrarian #publibchat maybe this is an issue with the perception of professionalism. Not tolerating harassment =/= unprofessional.

@dejah_thoris I have same feeling - I fight more now to make up for the times I didn't feel comfortable speaking up earlier. #publibchat

Believe them. Make sure they have someone supportive with them to file a report. Yell about it (with permission) #publibchat twitter.com/dejah_thoris/s...
Charissa Powell
@CharissaAPowell

@thelizbrarian RIGHT?! I was 18 yrsold and was often left alone at the circ desk -want to go back and shake some of those admins #publibchat

A YEAR AGO

Caroline Kay Allen
@Overcastallen

@CharissaAPowell #publibchat we do the same thing, desk workers have code names for patrons to warn if they’re coming in.

A YEAR AGO

Caroline Kay Allen
@Overcastallen

@kt_librarylady I love hearing this! It makes me feel so much better. #publibchat

A YEAR AGO

Katelyn Patterson
@radicallibrarian

@CharissaAPowell straight up and they walked you to your car, with lime and they called the cops... #publibchat

A YEAR AGO

Katie McLain
@kt_librarylady

@Overcastallen @CharissaAPowell We warn too, or tell staff during shift changes if something significant happened on desk #publibchat

A YEAR AGO

Caroline Kay Allen
@Overcastallen

@dejah_thoris @kt_librarylady This is a great message for new library workers to hear #publibchat

A YEAR AGO
Charissa Powell
@CharissaAPowell

having all sorts of feels about tonight's #publibchat but I am SO THANKFUL to all of you for sharing your stories and voices tonight <3

A YEAR AGO

Katelyn Patterson
@radicalibrarian

This chat has been so helpful. I had stuff to talk about that I didn't even REALIZE was worth talking about. #publibchat

A YEAR AGO

Katelyn Patterson
@radicalibrarian

@CharissaAPowell yes, this can be a hard topic. heard some very difficult stories. thanks to all who shared! #publibchat

A YEAR AGO

Katie McLain
@kt_librarylady

Having practiced scripts to use in the moment is v. helpful. Just telling someone they're being inappropriate can work wonders #publibchat

A YEAR AGO

Katelyn Patterson
@radicalibrarian

Continue the conversations. Please join us on January 24th to discuss the joys of WEEDING! #publibchat

A YEAR AGO

Katelyn Patterson
@radicalibrarian

Thank you to @CharissaAPowell and @dejah_thoris for moderating tonight's #publibchat!

A YEAR AGO
@CharissaAPowell Loved it! Would also love to see this discussion in conferences, workshops, etc. more often in our profession! #publibchat

A YEAR AGO

Katelyn Patterson
@radicalibrarian

Big thanks to #critlib for partnering with us for this important topic. And to @metageeky for the use of @CritLib_anon #publibchat

A YEAR AGO

Katelyn Patterson
@radicalibrarian

@kt_librarylady @CharissaAPowell AGREE! #publibchat

A YEAR AGO

@CharissaAPowell #publibchat pic.twitter.com/TQtTYdsF0m

KATELYN PATTERSON @RADICALIBRARIAN - A YEAR AGO
Katie McLain  
@kt_librarylady

Thanks so much for a great convo #publibchat! I'm open to future chats w/ anyone who wants to keep talking about this!

A YEAR AGO

@dejah_thoris #publibchat pic.twitter.com/FlhQsuXYh

KATELYN PATTERSON  @RADICALLIBRARIAN - A YEAR AGO

dejah_thoris  
dejah_thoris

dejah_thoris

I think we had a good chat tonight. Also proud that we didn't devolve into man-hating though you are 99.9% of the offenders. #publibchat

A YEAR AGO