

Dear Fellow Trustees and Selectboard,

The Safety Committee met on April 1st with the Library Director. With camera installation scheduled for April 6, we are writing immediately to share findings that require action before that date. How this installation is implemented matters enormously for our patrons, our staff, our community, and the town's legal exposure.

1. The library director has been excluded from the April 6 installation and has not been consulted on placement. The director is the professional responsible for this space and its patrons. Her presence and input on placement are not an obstacle to installation; it is basic professional respect and sound practice. The Library Director will be off from Friday morning until Tuesday morning. The library board requests that a library trustee, or Public Works Director, Todd Cadieux, be present on April 6, and that the time and placement of all cameras be provided to the library director and Trustees in writing in advance.

2. A library-specific privacy policy must be developed immediately following installation. The library has no privacy policy addressing video surveillance and the town's general camera policy was not written with a library's unique legal and ethical obligations in mind. The director has requested that footage records be maintained within the library and Philo system and that requests for footage come through the library director. We ask the Selectboard to commit to developing this policy with the library board and director immediately following installation.

3. A policy governing federal agency access to footage must be established urgently. The Georgia Public Library serves community members who may be undocumented. There is currently no policy governing how footage would be handled in response to requests from Immigration and Customs Enforcement or Customs and Border Protection. This is a real and present safety issue for members of our community and a legal exposure issue for the town. We ask the Selectboard to commit to addressing this immediately following installation.

4. Real safety needs identified by staff must be addressed alongside camera installation. If staff safety is the priority, the following concerns raised directly by library staff must be part of that commitment:

- Inadequate parking lot lighting and repair needs
- Sidewalk maintenance
- No staff safety training or drills in two to three years
- No de-escalation training
- No designated safe room or active shooter protocol

Cameras alone do not address these needs. We ask the Selectboard to commit to a timeline for addressing them.

5. Most staff and many volunteers are opposed to interior cameras. We formally note this for the record and ask that the Selectboard consider it in its deliberations.

We are asking for three minimum conditions:

- The library director is consulted on and approves camera placement before installation proceeds
- The Selectboard and Trustees commit to developing a library-specific privacy policy immediately following installation
- The Selectboard and Trustees commit to developing a federal agency access policy immediately following installation

If the Selectboard cannot agree to these three things, we ask that at the next Selectboard meeting you note that these requests were made and declined.

We remain committed to working collaboratively with the Selectboard.

Respectfully,

Sarah and Terry

Library Board of Trustees

Safety Committee