

**Title** Public Complaint Handling Policy  
**Policy Number** CPL-16-15  
**Policy Type** Operating  
**Approval Date** October 17, 2016  
**Review Date** October 2018  
**Notes**

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## Purpose

The Caledon Public Library is committed to the provision of exceptional library services and to this end, recognizes the importance of public input as a valuable means for continual improvement. This policy outlines the principles and processes that direct the receipt of and response to complaints related to programs, services, facilities and employees of the Library, ensuring and supporting transparency and accountability.

This policy **does not** apply to:

- Feedback
- Suggestions
- Inquiries
- Compliments
- Requests for service
- Requests for considerations of library materials
- Have Your Say submissions
- Anonymous complaints

This policy does not apply to complaints made by employees, contractors, or volunteers working on behalf of the Library.

## Definitions

For the purposes of this policy:

**“Accessible”** means capable of being entered or reached, approachable; easy to get at; capable of being influenced; obtainable; easy to understand or appreciate.

**“Complainant”** refers to a customer making a complaint under this policy.

**“Complaint”** means a written or oral expression of dissatisfaction about services, actions, or lack of actions by an employee, contractor or volunteer of the Library by a customer. Examples include but are not limited to perceptions of:

- A failure to do something agreed to do;
- A failure to observe policy or procedures;
- An error made by an employee, contractor, or volunteer of the Library;
- Unfair or discourteous actions/statements made by an employee, contractor, or volunteer of the Library;

- Issues related to access to services; timeliness of service; or quality of service.

**“Frivolous”** means a Complaint that is reasonably perceived by Library staff to be (a) without reasonable or probable cause, (b) without merit or substance, or (c) trivial;

**“Harassment or Harass”** involves engaging in a course of behaviour, comment or conduct, whether it occurs inside or outside the work environment, that is or ought reasonably to be known to be unwelcome. It includes but is not limited to any behaviour, conduct or comment that is directed at or is offensive to another person:

(a) on the grounds of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, age, handicap, sexual orientation, marital status, or family status, as well as any other grounds under the provisions of the Human Rights Code; or

(b) which is reasonably perceived by the recipient as an intention to bully, embarrass, intimidate or ridicule the recipient.

**“Intimidation”** means unwarranted conduct, including, but not limited to: cyberbullying, discrimination, harassment, violence or threats of violence, profanity, personal insults or communication that is deemed threatening;

**“Library”** refers to the Caledon Public Library;

**“Vexatious”** means a Complaint that is Frivolous and which is pursued in a manner that is reasonably perceived by Library staff to be (a) malicious, (b) intended to embarrass or harass the recipient, or (c) intended to be a nuisance.

## Guidelines

Anyone personally affected or their representative can submit a complaint and it will be reviewed in accordance with this procedure. The Library reserves the right not to respond to anonymous complaints.

Complaints should be made in person, by phone, by e-mail, by letter, or via an [electronic feedback form](#) on the Library’s website.

Requests for reconsideration of library materials shall be submitted and addressed as per the Caledon Public Library Collection Development Policy.

### Step 1: Senior Staff Review

- Complaints, which cannot be resolved immediately, will be reviewed and responded to in the following escalating authority order until the Complainant believes his/her Complaint has been adequately addressed. Any of these steps may be omitted as appropriate. This list does not preclude other staff with sufficient capacity to respond to or resolve the Complaint on an immediate basis.
  - A Manager On Duty or Person In Charge during Library opening hours;
  - The Manager responsible for the area subject to the Complaint;
  - The CEO/Chief Librarian or designate.
- The responding staff member will advise the Complainant of the following, as applicable:

- His or her name and contact information;
- An outline of actions the Library will take with the intent of resolving the Complaint;
- Any required actions to be taken on the part of the Complainant;
- Estimated timeframes associated with the actions to resolve the Complaint.

## **Step 2: Library Board Review**

- If after a response from the CEO/Chief Librarian or designate, the Complainant does not believe the Complaint has been adequately resolved, the Complainant may refer the Complaint to the Library Board at a future regular meeting, subject to the provisions for making a delegation to the Board as identified within the Caledon Public Library Board By-law. "A delegation wishing to appear before a Committee or the full Board shall submit a written request to the Secretary Treasurer (CEO) 10 days prior to the scheduled meeting of the Committee or Board. The request must stipulate the subject matter upon which the delegation wishes to speak.
- The Board as a body will hear the Complaint and review the response of the CEO/Chief Librarian or designate for the following purposes:
  - Opportunities to make recommendations to the CEO/Chief Librarian or designate on the matter.
  - Opportunities for amendments to Board policy;
  - Opportunities for further refinement of customer Complaints management.

The Board may not overturn staff decisions unless a finding is made that existing policy was not followed correctly.

- The Board's review will be presented verbally to the Complainant at the meeting and recorded in minutes. Should further review or investigation be deemed necessary, the Board will advise the Complainant and ensure that he/she is informed of any future Board meetings or actions on the matter.
- The Board's review is considered the final appeal of the Complaint.
- Where a Complainant makes direct contact with a Board member when initiating a complaint, the Board member should refer the patron to the CEO. A Board member may not interfere in the handling of a specific case by approaching individual staff members. Concerns about the management of a case should be conveyed to the CEO. The CEO may inform the concerned Board member about the action taken in the case or authorize a manager to communicate the information directly to the Board member.

## **Threats, Intimidation**

- Staff should immediately report to a Manager or the CEO/Chief Librarian:
  - Any implied or explicit threats made against the safety of the staff member or the safety of others in the course of handling the Complaint;

- Any Intimidation behaviour in the course of handling the Complaint, which may be established by a variety of circumstances that may include:
  - the content, tone and language of a person's correspondence, especially if the language used is insulting, offensive or abusive; or,
  - unsubstantiated, derogatory or inflammatory allegations against Library staff.
- Harassment, discrimination, threats or matters of a similar nature will be dealt with through the Caledon Public Library's Codes of Conduct and the Caledon Public Library Personnel Policy.

### **Potentially Frivolous or Vexatious Complaints**

- Where the Complaint may be considered Frivolous or Vexatious or there appears to be a pattern of Frivolous or Vexatious Complaints, the CEO/Chief Librarian or designate may seek advice from the Library Board and/or give direction to staff to ensure valid Complaints are heard and addressed in a professional and mutually respectful manner, while ensuring efficient use of Library resources.
- Despite any step in this policy, in the case of a Frivolous or Vexatious Complaint, the CEO/Chief Librarian or designate may deem or recommend the Library Board deem a Complaint file closed.

### **Responsibilities of Employees**

- Staff will treat all Complaints as confidential and protect the Complainant's privacy according to the Caledon Public Library Privacy Policy and Municipal Freedom of Information and Protection of Privacy Act.
- The CEO/Chief Librarian shall oversee the creation and maintenance of a mechanism for recording and tracking complaints. Library management will routinely review Complaint trends for the purpose of continuous service and process improvements.

### **Feedback**

Questions regarding this policy, complaints to the CEO/Chief Librarian or requests to delegate to the Library Board should be directed to the following:

Colleen Lipp, CEO and Chief Librarian  
Caledon Public Library  
6500 Old Church Road  
Caledon, ON L7C 0H3  
519.927.5662  
[clipp@caledon.library.on.ca](mailto:clipp@caledon.library.on.ca)

### **Related Documents:**

- [Municipal Freedom of Information and Protection of Privacy Act](#), R.S.O. 1990, c. M.56
- **Caledon Public Library Board By-Laws**, CPL-16-06

- **Caledon Public Library Collection Development Policy, CPL-16-12**
- **Caledon Public Library Personnel Policy, CPL-16-09**
- **Caledon Public Library Privacy Policy, CPL-15-01**
- **Caledon Public Library Public Code of Conduct, CPL-16-11**