



Noosa Council Libraries Welcoming and Safe Space Protocol

Noosa Council is committed to providing a safe, welcoming, and respectful environment for all members of the community to enjoy and to also ensure a safe working environment for Council employees. By entering this Noosa Council Premises (“**the Premises**”), you accept and agree to always comply with Noosa Council’s Welcoming and Safe Space Protocol.

Welcoming and Safe Space Protocol

1. All visitors and members of the public enter this Premises at their own risk.
2. At all times when entering, and remaining in, this Premises you must:
 - (a) behave in a courteous and respectful manner to all other visitors, members of the public, and Council employees within the Premises;
 - (b) make any bags, or other property, available for inspection by a Council employee upon request;
 - (c) wear attire suitable for a public place; and
 - (d) promptly comply with all reasonable directions of Council employees.
3. At all times when entering, and remaining in, this Council Premises you must not:
 - (a) behave or engage in an aggressive, abusive, threatening, or offensive manner towards any other visitor, member of the public, or Council employee, whether directly or indirectly, and such behaviour will be determined at the sole discretion of a Council employee at the Premises; or
 - (b) photograph, film, or otherwise record, either through audio and/or visual means, any person (including yourself) or property whilst you are within the Premises, without Council’s consent. This includes, but is not limited to photographing, filming, or recording, through audio and/or visual means. Additionally, you must not photograph, film, or otherwise record, either through audio and/or visual means, any person (including yourself) without their express or implied consent; or
 - (c) disparage or vilify any other person on the basis of a personal attribute of that other person, including, but not limited to, that other person’s sex, gender, age, race, religion, culture, political belief or activity, sexual orientation, disability or impairment, gender identity, descent or national or ethnic origin; or

- (d) be under the influence of alcohol or any illegal drugs or consume alcohol, smoke any cigarette, including e-cigarettes, or otherwise administer or consume any illegal drug; or
 - (e) solicit, attempt to sell, or distribute any goods, advertising, or promotional material (including for fundraising and/or business purposes) to any other visitor, member of the public, or Council employee without the permission of Council; or
 - (f) use any property at the Premises for any unlawful purpose; or
 - (g) display (including wearing), or engage in viewing, any offensive or inappropriate material as determined in the sole discretion of a Council employee; or
 - (h) make, or engage in an activity that makes, unreasonable noise and disruption as determined in the sole discretion of a Council employee; or
 - (i) bring in any animal, other than a guide, hearing, or assistance dog as those terms are defined under the *Guide, Hearing and Assistance Dogs Act 2009*(Qld); or
4. Council assumes no responsibility or liability for any property that is lost or stolen whilst within the Premises.
5. By entering the Premises, you agree to:
- (a) release and indemnify Council and its agents, employees, and contractors (“Associates”) from any legal liability however it arises; and
 - (b) that you will not bring any claim, demand, action, causes of action, and/or litigation, against Council and/or its Associates for any loss, damage, harm, or injury suffered, including death, or property damage sustained by you and/or by a child in your care, however it arises.

FAILURE TO COMPLY

Failure to comply with any of Noosa Council’s Welcoming and Safe Space Protocol may result in you being:

1. immediately required to leave the Premises;
2. temporarily suspended or permanently banned from entering the Premises; and/or
3. referred to the Queensland Police for assistance,

which, at all times, will be determined at the sole discretion of a Council employee at the Premises.