

Hello staff,

As some of you might already be aware, library staff members, social media pages, and agents of the Unique service are receiving high volumes of comments and phone calls from members of the public relating to a social media post attributed to a PCPL staff member in the wake of the Charlie Kirk shooting. If you receive such calls locally, please forward them to Em DeMeester-Lane so that they can be managed centrally. If a member of the public calls or comes into the library expressing concerns, please refer them to the in-charge staff person immediately.

In light of the potential safety and security concerns that have arisen, we have alerted County Safety & Security Manager, John Stuckey, of this situation and he is putting additional measures in place to address safety concerns including deploying a guard to the Sahuarita Library. We will continue to monitor the situation as it develops, as staff safety and security is our highest priority.

We are working on a short public statement that will be used to reply to community members in a variety of forums. It is in review with County and legal. We will share the statement when it is available. We do not have any expectation that you will deliver this statement but wish to make you aware that we plan on an official communication.

Some reminders:

- Please continue to report suspicious, concerning, or threatening behavior in the days to come.
- When interacting with members of the public, please remember that we support you in ending abusive or harassing interactions as soon as possible, whether in person or on the phone.
- Be mindful of the sensitive nature of this incident and the responses these events can produce.

We know that members of our own staff community as well as the community we serve have many thoughts and opinions relating to yesterday's events in Utah. As a public library, we will always champion first amendment rights as a foundational principle of our democracy. At the same time, we are public employees subject to policies and guidelines around use of County resources, including our time.

This is a good time to review a number of policies that relate to social media and use of computer/county technology resources:

- [BOS Policy C 2.1 Workplace Ethics, Conduct and Compliance](#)
- [Administrative Procedure 27-4 Information Technology Program](#)

Please remember that when working, you are acting in your official capacity as a Pima County Employee (even online) and as such are "expected to be professional, respectful, fair, unbiased, honest, civic-minded, service-oriented, and fiscally responsible at all times" (BOS Policy C 2.1).

Thanks in advance for all you are doing to serve the public and look out for each other's safety.

Please don't hesitate to let your supervisor know if you have more specific questions.

Thank you,

Tess

Tess Mayer (she/her)

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