

The CEO shall not fail to protect the services delivered to the customers of the Cobourg Public Library within the means available.

Accordingly, the CEO shall not:

1. Fail to continue to maintain, and/or exceed, hours of library service as per the standards of the Ontario Public Library Guidelines (as set out by the OPL Monitoring and Accreditation Council).
2. Fail to ensure that the library collection will continue to meet or exceed the Ontario Public Library Guidelines, as per Collection Development and Management 1: Policy and Planning, *SOURCEBOOK for small public libraries*.
3. Fail to maintain acceptable facilities and adequate signage.
4. Fail to keep the public regularly informed on locations, hours, services and changes in services.
5. Fail to make facilities acceptably barrier-free to users with varying abilities according to the provisions of the Accessibility for Ontarians with Disabilities Act.
6. Fail to ensure that resources are acceptably stored for ease of customer access and use.
7. Fail to ensure accurate, current and comprehensive electronic access to the Library's resources.
8. Fail to ensure the physical security of the collection.
9. Fail to ensure that all users have a place to meet, study, and pursue personal learning or interests.
10. Fail to ensure that all users have access to resources that support their interests and promote intellectual growth.
11. Fail to ensure that current levels of effectively trained staff are maintained, while striving to attain the resources to enable the Library to meet or exceed the OPL Guideline of 1 full-time equivalent staff member per 1,000 population served.

12. Fail to ensure that staff provide programs that: promote and support literacy; complement the collection; heighten the Library's visibility, and support the Library's Strategic Plan.
13. Fail to ensure that the homebound patrons will have access to the library resources.
14. Fail to consider offering services to specialized and diverse community groups where appropriate.