



Administration

414.302.8501

Circulation

414.302.8503

Reference

414.302.8500

Children's

414.302.8502

February 14, 2025

Ryan Murphy
Address unknown

Dear Mr. Murphy,

Attached you will find the Library Code of Conduct policy. The document outlines behaviors that are prohibited while visiting the West Allis Public Library. Over a lengthy period of time staff have documented a pattern where you have violated the terms of the Library Code of Conduct. Some of the incidents you have been involved in include the following:

- 2/15/2023 at 1:10pm you were asked to leave the building, and you fell due to your intoxicated state.
- 3/25/24 at 4:30pm you were observed by staff passed out and lying underneath a study carrell. Several friends of yours had to assist you leaving the library due to your intoxicated state.
- 3/29/24 at 4:30pm a female patron complained that you and others verbally harassed her as she approached the library entrance. You were identified by the woman as the person making comments. She stated that you made her feel uncomfortable with your comments and she would not be returning to this library.
- 4/4/24 at 5:50pm you became upset after staff asked you not to leave your belongings unattended. You were asked to leave due to your language.
- 4/30/24 at 2:30pm you were found by staff passed out. Two library staff attempted to wake you but were unsuccessful. Police were called and officers were finally able to wake you and walked you out of the building.
- 5/16/24 at 6:45pm library staff found you sleeping and the alarm on your phone sounding. You told staff that you would stay awake but ten minutes later staff found you sleeping and your phone alarm again sounding. You were asked to leave for the day.
- 8/27/24 at 7:00pm library staff heard a loud outburst from you and the librarian witnessed an open can of beer under your chair. You admitted to her that the beer was yours and you would take it and leave.
- 8/30/24 at 1:50pm a female patron informed library staff that she was verbally harassed as she walked to the doors from the parking lot. You were identified as the individual and told a librarian who followed up that you "wouldn't bother anyone else."
- 1/23/25 from 5:45pm to 7:00pm. During the library's Winter Week event, a librarian spoke to you about complaints she received from other patrons about your behavior. You were loudly using profanity as you spoke on your phone. You were asked to watch your language

as this was a family event. Later, you made disparaging comments to the performer, and you were then asked to leave the building.

- 2/5/25 at 3:00pm a librarian making a walkaround observed you speaking loudly on a phone. When she approached to ask you to lower your volume, she observed an open can of beer at your feet. You were asked to leave the building for the day.
- 2/13/25 at approximately 3:30pm the library received a phone complaint from a woman patron who stated she was verbally harassed by two individuals near the entrance inside the building. You were positively identified as one of the individuals involved. You told staff that the complainant "should feel flattered." Staff asked you to leave for the day.

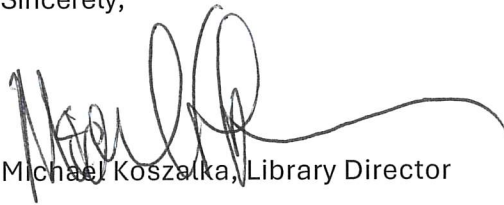
As documented above, your actions are in violation of the West Allis Library Code of Conduct policy. You consistently and chronically violate and ignore expectations for behavior.

As a result of your violation of the West Allis Public Library Code of Conduct, your library privileges cease, and **you are immediately banned from the West Allis Public Library.** Effective immediately, **you may not be present in the building or on any part of the library grounds including the parking lot or building entrances.**

At its February 26, 2025, meeting, the West Allis Public Library Board of Trustees will vote to affirm this ban.

If you ignore or violate this order, police will be called, and you will be charged appropriately.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Koszalka", with a long, sweeping horizontal line extending to the right.

Michael Koszalka, Library Director

cc: West Allis Public Library Board of Trustees
West Allis Police Department