



Administration

414.302.8501

Circulation

414.302.8503

Reference

414.302.8500

Children's

414.302.8502

December 26, 2024

Dale R. Hayes  
1547 S. 75<sup>th</sup> Street  
West Allis, WI 53214

Dear Dale Hayes,

On Saturday, December 14, 2024, you were approached by a library supervisor who introduced herself and reminded you that magazines are to be used appropriately. The supervisor was warranted in her actions as you have been witnessed tearing out pages from library magazines on August 14, 2024, September 19, 2024, December 9, 2024, and again on December 14, 2024. Regarding the incident occurring on September 19, 2024, the library supervisor witnessed you destroying a magazine by ripping a page out. She immediately approached you and told you it is against library policy for you to be damaging library property and to stop. During that incident you quickly left after being spoken to.

However, during your December 14, 2024, visit, and after the library supervisor reminded you to use library magazines appropriately, you became angry, approached the librarian, and told her to meet you outside. When she responded that she wasn't going to do that, you began to leave but not before calling the librarian a "white cracker bitch," and telling her that you lived nearby, and you would "be seeing her around." Your comments were clearly intended as threats to the safety of the employee and meant to intimidate her.

Your actions are in violation of the West Allis Library Code of Conduct policy (attached). Violence and the threat of violence at the library is unacceptable and will not be tolerated. Additionally, damaging, defacing or destroying library materials is also in violation of the Library Code of Conduct.

As a result of your actions, 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 January 22, 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,

Michael Koszalka, Library Director

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