



Michael Koszalka
Director
West Allis Public Library
mkoszalka@westalliswi.gov
414.302.8534

Mr. Steven Martinez
7021 W. National Ave.
West Allis, WI 53214

November 18, 2020

Dear Mr. Martinez,

The staff of the West Allis Public Library has strongly principled goals and obligations of providing a safe, friendly, and welcoming environment to all who use the facility. Foremost in upholding these principles, the library has formulated policies that clearly describe codes of conduct expected to be adhered to by patrons. When these expectations of behavior are violated, the aforementioned policies include a statement that loss of library privileges will result.

You have violated – on multiple occasions – key precepts of the Library Code of Conduct Policy (see attached), including, but not limited to the following incidents:

- September 1, 2020 you called a Library employee who had assisted you vulgar names and described the staff person in derogatory, anti-LGBT terms to another Library employee
- October 12, 2020 you became argumentative with a Library employee who politely asked you to put on a mask, and called the employee a vulgar name
- October 26, 2020 you verbally abused a Library employee who politely asked you to put on a mask. When a Library supervisor asked you to comply with the Library's mask requirement, you used profanities and roughly tossed DVD's that you were holding toward the employee continuing to swear at the Library staff person
- November 11, 2020 a Library supervisor approached you and politely asked you to put on a mask. You called the employee insulting names, "white trash," "slut," etc. and placed yourself in that employee's physical space stating you would put a mask on when you are ready. When you walked away the employee heard you threaten to slap her
- November 16, 2020 a Library supervisor requested that you wear a mask, and attempted to provide you with a copy of the West Allis Public Library Code of Conduct policy (attached). The supervisor's intent was to provide you with a warning that if your behavior towards staff did not improve, you risked losing your library privileges at the West Allis Public Library. You responded by tearing up the paper copy of the policy presented to you

The above incidents clearly demonstrate that you continuously show complete contempt and disregard for established policies of expectations for behavior at the West Allis Public Library.

As a result of your unacceptable behavior and violations of the Library Code of Conduct Policy, **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.



At its December 9, 2020 meeting, the West Allis Public Library Board of Trustees will vote to affirm this ban.

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

Sincerely,

Michael Koszalka, Library Director

cc: West Allis Public Library Board of Trustees
Patrick Mitchell, City of West Allis Chief of Police



Sincerely,

Michael Koszalka
Director

Enclosures

CC: