Sustainability Policy

Approved May 28, 2025

The Trustees of the John Jermain Memorial Library empower its Executive Director and Library staff to advance environmentally sound, socially equitable, and economically feasible practices to intentionally address climate change and contribute to a thriving community.

All employees will receive a copy of this policy upon hire, and will be educated regarding the Library's efforts to continue to strive towards the "triple bottom line" definition of sustainability, which states that to be truly sustainable, an organization must embody practices that are environmentally sound, economically feasible, and socially equitable.

Environmentally Sound

John Jermain Memorial Library is committed to reducing its environmental footprint and promoting environmental stewardship at all levels of our organization. The Library aims to maximize future generations' ability to live, work, and play in our shared natural environment, with equal access to clean air, clean water, and natural resources. Staff are expected to participate in procedures and programs that strive to minimize pollution and waste, conserve energy and water, protect local habitat, support renewable energy resources, buy environmentally friendly products when feasible, and encourage environmentally friendly transportation choices. These efforts will extend to contractor and supplier relationships. Policies are reviewed periodically to ensure that sustainable language is embedded in areas that reflect potential environmental impacts, such as purchasing materials, discarding equipment and materials, etc.

Economically Feasible

The Board of Trustees is committed to making good use of the public and private dollars invested in our organization in order to carry out our mission and strategic plans. This is reflected in all fiscal policies of the Library, while honoring our commitment to environmental stewardship and socially equitable practices.

Socially Equitable

The Library strives to provide programs, services, and governance procedures in a way that promotes equity, diversity, and inclusion as a core philosophical value of the Library. We are committed to a culture of inclusion and mutual respect that welcomes the differences and variety of backgrounds, perspectives, interests and talents represented by our staff and community members. The Board will actively work towards diverse representation on its Board of Trustees while holding itself to these standards.

Employee understanding and involvement are essential to the implementation of this policy. All employees will be educated about the Library's efforts to dedicate our work to creating a more equitable society and improve our environmental performance. Employees at all levels of the organization will be involved in supporting our goals and participating within the Library's Sustainability Committee.

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The John Jermain Memorial Library is committed to reducing our environmental footprint and promoting environmental stewardship at all levels of our organization The Library supports principles that ensure a resilient, sustainable community and library for all residents.

The Library will continually strive to improve its environmental performance over time, participating in projects, activities, and practices that will further reduce environmental impacts when practicable. The Library's commitment to environmental sustainability extends to its patrons, administration, employees and the general community.

The library will:

- Observe all applicable environmental regulations
- Prevent pollution whenever possible
- Train all staff on the library's environmental sustainability program, empowering employees to participate
- Communicate the library's environmental commitment to patrons, administration, staff and the general community
- Continually improve by striving to measure the library's environmental impacts and setting goals to reduce them when possible

Facility Plan and Land Use

The Library will strictly observe all laws pertaining to land use, as well as practice good stewardship regarding its policies and practices. Sustainable design practices will be prioritized during expansion, construction or renovation projects.

Energy Management

The Library will strive for superior energy efficiency, identifying and using products and equipment that are the most energy-efficient whenever practical. The Library will work to reduce its overall use of energy, optimizing equipment settings and schedules to meet the needs of the community, staff, and service program while achieving superior energy efficiency.

Materials Management

The Library will offer to our Library users, repurpose as program materials, or endeavor to donate deaccessioned materials to not-for-profit organizations whenever practicable; purchase supplies only as needed, and purchase sustainably produced, recyclable and/or biodegradable materials whenever practicable.