



WASHINGTON PARISH LIBRARY

Staff Conflict Resolution Policy

For the purposes of this policy, a staff conflict refers to an interpersonal disagreement or workplace dispute between employees that affects communication, collaboration, or the work environment.

The Washington Parish Library recognizes that differences of opinion and interpersonal conflicts may occur in any workplace. The Library is committed to maintaining a professional, respectful work environment in which concerns can be addressed constructively and resolved as promptly as possible.

Employees are encouraged to address concerns directly and professionally whenever appropriate. When informal resolution is not possible, employees may use the Library's formal conflict resolution procedure to seek assistance from supervisory staff or Library Administration.

The purpose of this policy is to provide a fair and consistent framework for resolving workplace conflicts while maintaining a positive and productive work environment for all employees.

This policy applies to interpersonal disputes between employees that do not involve formal disciplinary action. Situations involving alleged misconduct or violations of library policy may instead be addressed through the Library's Employee Discipline Policy.

Procedures for resolving staff conflicts are outlined in the Library's Staff Conflict Resolution Procedure