

**SUPPORTING FACULTY AND STAFF WHO EXPRESS CONCERNS ABOUT
A CLIMATE OF HARASSMENT, RETALIATION AND BULLYING**

Whereas, The Academic Senate has received faculty feedback regarding the occurrences of harassment, retaliation and bullying in the workplace; *and*

Whereas, California Community Colleges are intended to be communities that encourage free speech and academic freedom where students, staff and faculty can exercise their rights in an environment free of harassment, retaliation and bullying; **be it THEREFORE resolved**

RESOLVED that the Academic Senate strongly opposes covert and overt threats against faculty and staff who express opinions that the Administration do not agree with; *and be it further*

RESOLVED that the Academic Senate stands in solidarity with all faculty and staff to exercise their right to express their concerns and/or speak out against retaliation, harassment and bullying, *and be it further*

RESOLVED that the Academic Senate encourages those experiencing harassment, retaliation and bullying to report abuse and ask for action by appropriate authorities; Faculty and staff who report improprieties should expect that the administration investigate, report and take appropriate actions, ensuring a safer work environment; *and be it further*

RESOLVED the Academic Senate will set forth a no tolerance policy for harassment, retaliation or bullying propagated by this Administration.

Submitted by: The Academic Senate Executive Board

Action:

Academic Senate Approval: March 21, 2023

Presented to College Council:

Forwarded to Board of Trustees: