



SAN DIEGO COMMUNITY COLLEGE DISTRICT

Board of Trustees Policy

Chapter 7 – Human Resources

BP 7150 CIVILITY AND MUTUAL RESPECT

It is the policy of the San Diego Community College District to foster an environment which maximizes student learning and employee performance, and a climate of civility among all employees and students of the District.

DEFINITION OF THE CIVILITY AND MUTUAL RESPECT POLICY

1. All members of the San Diego Community College District community are expected to treat other community members with civility and respect, recognizing that disagreement and informed debate are valued in an academic community. Harassment by any member of the San Diego Community College District community for whatever motive is harmful to the educational environment desired by the District and therefore will not be permitted by the District. Members of the San Diego Community College District community include faculty, staff, managers, supervisors, students, and members of the Board of Trustees.
2. *Unacceptable behaviors.* Demeaning, intimidating, threatening, or physically or emotionally violent behaviors that affect the ability to learn or work in the District environment are not consonant with the standards of civility and respect as expected in the District and are unacceptable as outlined in related district policies and procedures.
3. *Retaliation.* Retaliation for reporting violations of this policy, for seeking to have prohibited conduct corrected, or for participating in an investigation is prohibited.
4. *Violation.* An employee who has violated this policy will be subject to disciplinary action in accordance with established policies and disciplinary procedures. A member of the Board of Trustees who has violated this will be subject to the rules of the Board.
5. *Restraining Order.* Any District community member who has obtained a restraining order against another District community member is encouraged to provide a copy of the order to College Police if enforcement on campus is contemplated in the court order.
6. *Visitors.* Visitors, vendors, and the families of students, staff, and faculty are expected to comply with the provisions of this policy. Noncompliant behavior may lead to removal from the campus.
7. *Enforcement.* Alleged violation of this policy will be administered through established policies and procedures of the San Diego Community College District.

8. This policy shall in no way be construed to restrict any type of constitutionally protected speech or activities.

References:

Education Code Section 70902;
Title 5 Sections 55060 et seq.

BP 2355 Decorum; BP 2715 Code of Ethics, BP 3100 Student Rights, Responsibilities and Administrative Due Process; AP 3100.2 Student Disciplinary Procedures; AP 3100.4 Volunteer/Visitor Conduct Expectations; BP 3410 Nondiscrimination; AP 3410 Nondiscrimination; BP 3430 Prohibition of Harassment; AP 3430 Prohibition of Harassment; AP 3435 Discrimination and Harassment Investigations; BP 4870 Workplace Violence Policy; AP 4870.1 Workplace Violence Procedure; SDCCD Human Resources Manual, Disciplinary Responsibilities.

Adopted: November 8, 2012