

Policy 3.12 **Civility and Mutual Respect**

It is the policy of the Peralta Community College District to foster an environment which maximizes student learning and employee performance, and a climate of civility among faculty, staff, students, and members of the Board of Trustees of the District.

As members of the Peralta Community College District community, we 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 student, employee, or Trustee, of any other student, employee, or Trustee for whatever motive is harmful to the environment desired by the District and therefore will not be permitted by the District.

Individuals covered by these policies include faculty, staff, managers, supervisors, students, and members of the Board of Trustees.

Unacceptable behaviors. Demeaning, intimidating, threatening, or physically or emotionally violent behaviors that affect the ability to learn or work in the college environment depart from the standard for civility and respect and are unacceptable. Unacceptable behaviors also include Trustee's release of confidential information obtained in closed session that violates both trust by other Trustees and California Government Code Section 54963 which deems such behavior as punishable.

Retaliation. Retaliation for reporting violations of this policy, for seeking to have prohibited conduct corrected, or for participating in an investigation is prohibited.

Violation. A District community member who has violated this policy is subject to disciplinary action in accordance with established disciplinary procedures. A member of the Board of Trustees who has violated this policy is subject to public censure by the Board.

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 Campus Police for enforcement on campus.

Visitors. Visitors, other people, 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.

Source of Law:

California Education Code Section 70902

Approved by Board of Trustees: July 13, 2004