

BP 7105 Workplace Civility and Conduct

Reference:

Education Code Sections 70902; Title 5, Section 53400 et seq. California Government Code Section 54963

It is the policy of the Imperial Community College District to foster an environment which facilitates and enhances student learning, employee performance, and a climate of civility.

Employees, Trustees, students, and visitors of the Imperial Community College District are expected to conduct themselves in a respectful, professional manner and ensure that all members of the campus community treat one another with courtesy and consideration.

As general examples, campus community members are asked to:

1. Behave in a civil manner when interacting with others and be aware of how their

Unacceptable behaviors also include Trustee releasing confidential information obtained in closed session that violates both trust by other Trustees and California Government Code Section 54963 which deem such behavior as punishable.

Remember that we work for a public employer and are therefore subject to certain Freedom of Information Act and Brown Act provisions.

Any 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. Noncompliant visitor behavior may lead to removal from the campus.

Disagreement and informed debate are valued in our organization, however harassment and bullying are harmful to the environment desired by the District and therefore will not be permitted. Additionally, discourteous or rude behavior commonly discourages effective communications and relationships, erodes creativity and problem solving, and negatively impacts the overall performance of our workplace.