

The Board of Trustees of the Foothill-De Anza Community College District is deeply committed to the premise that on college campuses full participation in the educational process must be in an environment that is free from harassment based on race, color, national or ethnic origin, age, gender, religion, sexual orientation, marital status, or physical or mental disability.

At the same time the Board is, as always, committed to protecting freedom of speech to guarantee the free exchange of ideas. Nowhere is this protection of greater importance than on our college campuses, where the free exchange of ideas fosters knowledge, individual growth, and tolerance for new and different ideas. However, speech or expression used as a weapon to harass specific victims is not to be tolerated and is to be condemned. Accordingly, the Board of Trustees adopts the following:

The Colleges shall take all steps necessary to provide a positive educational and employment environment which encourages equal educational opportunities. The Colleges will actively seek to educate staff and students on the deleterious effects of expressions of hatred or contempt based on race, color, national or ethnic origin, age, gender, religion, sexual orientation, marital status or physical or mental disability; and will promote equality and mutual respect and understanding among all groups and individuals.

The Board recognizes that the expression of certain ideas which might be regarded as unpopular or offensive is protected by the First Amendment. The Board will not, however, permit the harassment of an individual or specific individuals on the basis of their race, color, national or ethnic origin, age, gender, religion, sexual orientation, marital status or physical or mental disability. Standards of conduct for students and the applicable sanctions for violating the standards of student conduct are contained in the Student Handbook. Decisions regarding discipline of employees will be made in accordance with applicable legal and contractual provisions and procedures and may range from reprimand to dismissal.

Copies of the District's Administrative Procedures: *Investigation and Resolution of Complaints Regarding Harassment and Discrimination*, *Procedures to Resolve Student Complaints of Sexual Harassment and Discrimination*, and the District's *Unlawful Harassment and Discrimination Complaint* forms are available in the District Human Resources Office, the District Chancellor's Office, the President's Office at each campus, the Office of the Vice President for Student Services (De Anza), and the Office of the Dean of Instruction & Student Affairs (Foothill).

Approved 11/15/93
Amended 7/25/94; 5/1/95