

Student Affairs Shared Governance Committee

March 9, 2023 * 2:30-3:30pm, Zoom

Attendance: Christine Ohl-Gigliotti, Alyssa Little, JoAnna Shank, Beth McKnight, Alicia Henson, Dawn Drooger; Olusegun “Victor” Adegboyega-Edun

Excused: Lori Kendall, Jake Klauber

Review February 23, 2023 Meeting Minutes:

- Alyssa Little motioned to approve minutes. Olusegun “Victor” Adegboyega-Edun seconded the motion. No corrections or additions to be made. Minutes have been approved.

Committee Members: Christine Ohl-Gigliotti (co-chair), Alicia Henson (co-chair), Alyssa Little, JoAnna Shank, Beth McKnight, Jake Klauber (SGA), Lori Kendall, Dawn Drooger, Olusegun “Victor” Adegboyega-Edun

Agenda– Review of Policy 4042 Free Speech and Anti-Discrimination Policy

I. Reports and discussion on other Maryland Community College policies

- Alicia Henson; **Frederick Community College;**
 - “**College community**” refers to trustees, students, and all employees of the College as well as any independent contractors or other third parties to the extent articulated under contractual agreements.
 - *Non-Discrimination Policy and Procedures last revised 7/1/2021*
- JoAnna Shank; **Wor-Wic Community College**
 - Statement incorporates everyone; This policy applies to all students, employees, visitors and third-party vendors who are hired by the college. This policy covers any prohibited conduct that occurs on campus or off-campus when conducting college business or is circulated at or from the college, during college operating hours or using college equipment, via email, phone, voice mail, text messages, tweets, blog posts, social networking sites or other means.
- Beth McKnight; **Montgomery College**
 - In accordance with applicable law, the College does not discriminate against any student or applicant for admission based on protected attributes as age, color, citizenship status, covered veteran status, disability, gender, gender identity or expression, genetic information, national origin, marital status, race, religion, sexual orientation, or for any other reason to the extent these attributes are not covered in this policy and covered by federal, state and county laws and regulations.
 - The President is authorized and directed to establish procedures and programs to implement this policy.

- *Non-Discrimination Policy; updated 2/25/2013*
- **Alyssa Little; Prince George's Community College**
 - Statement Incorporates everyone
 - Policy. It is the policy of the Board that no member of the College Community shall be subject to any form of unlawful discrimination, sexual harassment, or sexual misconduct. Sexual misconduct includes, but is not limited to: sexual harassment, sexual assault, intimate partner violence/abuse, sexual exploitation and sexual intimidation. The College complies with §485(f) of the Higher Education Act of 1965 as amended and Title IX of the Education Amendment of 1972.
 - The College is an equal opportunity institution with respect to both education and employment. The College is committed to maintaining an environment free from illegal discrimination and sexual misconduct. The College will not tolerate discrimination or harassment whether verbal or physical, flagrant or subtle, related to any individual's race, color, religion, gender, national origin, age, disability, sexual orientation, marital status or genetic information. The College will not tolerate behavior that contributes to creating a hostile work or learning environment.
- **Dawn Drooger; Community College Baltimore County**
 - CCBC is committed to providing a work environment free from discrimination and/or harassment of any nature including, but not limited to, racial, religious, sexual orientation, age, gender, national origin, ancestral, veteran status, disability or any other type of harassment. Harassment is unwanted verbal, physical, or visual conduct relating to an individual's race, religion, gender, sexual orientation, age, national origin, ancestry, veteran status, or disability. This behavior will not be condoned or tolerated by CCBC.
 - *The above Policy and procedures are effective August 14, 2020.*
- Christine Ohl-Gigliotti; Harford Community College – not completed
- Lori Kendall; Carroll Community College – not in attendance
- Sexual misconduct is a federal requirement which covers students, faculty and staff and need not be a major part of Free-Speech and Anti-Discrimination
 - HCC HR; we believe the Employee handbook is in the process of being updated.
 - *HCC Policy; 5032 Discrimination, Hate Crimes, and Biased Incident Reporting;* was Board approved on 9/21/2004 and last revised on 9/18/2018.
 - State legislature required hate crimes and biased reporting be written into policies
 - *Hate Crimes and Biased Incident Reporting* is the language now being used; more compliant;
 - Jennifer Childs and HR Group have reviewed and updated this policy; best practice at the time.

- Committee members feel the current language does not currently include enough groups: Ideally wanting to maintain an open dialogue towards diversity.
- This policy seems to be inclusive of students and employees; however, wording is inconsistent when speaking of students and then employees; the policy should be more inclusive when speaking of these two groups.
- Christine; Question for the group; Do we need this anti-discrimination policy?
 - Should *Policy 5032* exist along with *Policy 4042* or should they be combined?
- Dawn; Having both policies is redundant and they should be combined.
 - The language needs to more consistent when speaking of students and employees.
- Victor agreed it makes sense to have just one policy.
 - Should be combined; language more consistent; expectations should be for both employees and students.
- Committee members collectively agreed this language should be in our policy.
- Christine;
 - Let's discuss with Carlee Ranalli and plan to review policies next month for edits.
 - Speech can be discriminatory at times; expressive activity policy allows students or groups to stand on campus to express their views.
- Alicia; a situation occurred regarding a vendor; when the LRC was being renovated a contract worker made inappropriate comments to a female student, we need a policy that applies to that situation.
- Dawn; incident occurred regarding a vendor blocking 2 out of 3 handicapped parking spots; gave her a difficult time about moving his vehicle when it was suggested, we need a policy that applies to that situation.

Next meeting: Thursday, April 13th, 2:30-3:30pm