



Community Standard Policy
Policy Number: 1002
Applicable Code/Law: RCW 49.60

Community Standard

“Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly...” Rev. Martin Luther King, Jr.

Shoreline Community College District Number Seven (7) is a place for students, employees, and the community to pursue excellence in education in an environment dedicated to equity, inclusiveness, and self-reflection. We value respectful, dynamic interactions and lively discussion. We strive to create an environment where everyone is supported and valued. Shoreline Community College District Number Seven (7) does not tolerate hateful, violent, or discriminatory actions that target any person or group based on their beliefs, customs, identity, or affiliations. When one of us is diminished, all of us are diminished.

Policy:

The policy of Shoreline Community College District Number Seven (7) is that the college is committed to maintaining a college community where all employees, vendors, and members of the general public can work and interact without being impeded by disrespectful behavior of others. This policy is intended to balance this commitment with the rights of individual expression.

Students, employees, vendors, and visitors are expected to:

1. Treat all students, employees, vendors, and visitors with dignity and respect in their behavior and their communications when they are on campus or involved in a college activity.
2. Accept responsibility for the appropriateness of their own conduct;
3. Comply with all laws and contract requirements applicable to workplace and academic behavior.

It is impossible to list all forms of conduct that might be considered disrespectful or inappropriate. Certain behaviors, such as physical violence, or threat of violence are clearly unacceptable at any time. Examples include, but are not limited to, behavior that disrupts student learning or business operations of the college.

Basis for Determination

Shoreline Community College District Number Seven (7) will determine if a violation of this policy occurs by applying the “reasonable person” standard to the experience of the recipient or target of inappropriate behavior.

Applicability

This policy applies to all college employees, anyone serving in a supervisory capacity on behalf of the college, students, visitors and vendors when they are interacting with college personnel, volunteers, and members of the general public.

Sanctions

Any employee engaging in behavior prohibited by this policy is subject to formal discipline up to and including termination of employment, consistent with the provisions of any applicable labor or vendor contract.

Any student engaging in behavior prohibited by this policy is subject to disciplinary action consistent with the Student Conduct Code, Policy 5030.

Any vendor engaging in behavior prohibited by this policy may have their contract for services and/or products cancelled, consistent with the terms and conditions of the applicable contract.

Any member of the general public engaging in behavior prohibited by this policy may be trespassed from college property.

Retaliation Prohibited

It is critical that everyone feel free to come forward with any complaints or concerns regarding inappropriate conduct. Retaliation against any person for making a complaint or for providing information concerning a complaint is prohibited. Any type of retaliatory action or inaction may result in a sanction as described in the preceding section of this policy.