

Fullerton College
Faculty Senate Student Equity Committee
2012 Recommendation #6

To: Rolando Sanabria, Faculty Senate President
Cc: Rajen Vurdien, College President
From: FC Faculty Senate Student Equity Committee
Date: February 2013

Recommendation #6: Safe Campus Environment for All with a special focus on the following student populations:

- Supporting GBLT Students
- Supporting Student Veterans
- Supporting AB540 Students

Rationale: Over the past year, the Student Equity Committee has heard many concerns from many areas on campus specifically related to a safe campus environment. The concerns for providing a safe campus environment is a universal concern that needs to be addressed for all students. However, in exploring the issues there were several student populations on campus that have specific issues that also need to be addressed.

Background:

The basis for our recommendation comes from an invitation to each of the above focus groups to have them share their stories at our Student Equity Committee meeting. They took place during the 2012 Spring and Fall Semesters. Committee members also attended the student forums and received the reports from the Lesbian, Gay, Bisexual, Transgender Students Forum (Fall 2011 & Fall 2012) and the Latino Student Forum (Fall 2012).

We began to explore what we mean by a "safe environment". This discussion led to an even more comprehensive view on the issue, such as looking at the issues of bike safety and safe prayer areas for students. Our initial and still main concern is to focus on the "affective domain" with a special emphasis on addressing the special needs of the Lesbian, Gay, Bisexual, Transgender students, the student veterans and the AB540 students.

The Student Equity Committee explored college and district policies and guidelines that helped provide a framework for the Committee's recommendations.

Standards of Student Conduct and Discipline Policy

#6: Causing, attempting to cause, or threatening to cause physical injury, or physical or verbal abuse or any threat of force or violence to the person, property, or family of any member of the college community, whether on or off District property as defined above.

#20: Engaging in physical or verbal intimidation or harassment of such severity or pervasiveness as to have the purpose or effect of unreasonably interfering with a student's academic performance, or District employee' work performance, or of creating an intimidating, hostile or offensive educational or work environment.

Statement of Ethics

As representatives of Fullerton College, we all share the responsibility to conduct ourselves with integrity, and to act in a fair, consistent, and equitable manner. We recognize the need for openness and reliability in what we say and do. We are committed to addressing issues in a forthright and professional manner, and to engaging people without prejudice. As members of an educational community, we are committed to excellence in all that we do, and to adhering to the principles of ethical behavior established in this statement.

The conduct of each member of Fullerton College is expected to be consistent with and to comply with the principles contained in this statement. All members of the campus community are expected to engage in the following:

- Trustworthy conduct - including dependability, loyalty, and honesty in communications and actions.
- Respectful behavior - treating everyone with civility, courtesy, tolerance, and acceptance, and recognizing the worth, dignity, and unique characteristics of each individual.
- Accountability - taking personal responsibility for one's own action and decisions.
- Fair and just actions - utilizing equitable processes in decision making.
- Compassion - caring for others, both within and apart from the campus community, and providing services to others in a manner that reflects our commitment to them and to their well-being. [Taken from: 2012-2013 Fullerton College Catalogue, p. 9]

In the spirit of the Fullerton College Statement of Ethics, the Student Equity Committee would like the Faculty Senate and the College Administration to implement the following recommendations:

Recommendations:

All Students:

- Create a "sense of community" on campus for all (especially for the smaller community groups as well, such as LGBT community, AB540 community, Veterans community). Feeling a sense of community means to feel included, supported, visible, safe and welcomed. This is critical for students to be successful learners.
- Provide designated "safe zones" in every building for students. There could be more than one "safe zone" per building. Specific faculty offices could be identified, division offices, program offices with possibly a specific person identified or all staff trained.
- Provide a training and resources for staff in the designated "safe zones".
- Create a campus wide policy on bullying.
 - Bullying is an issue of power and control. It also is a "shield": if I bully, no one will bully me or I'm never going to let it happen to me again so I'm on the offensive. A different experience from bullying is: "I don't exist!" "I am Not visible." Neither should be tolerated at Fullerton College.
- Create a more seamless support for all students. Design a plan that is universally implemented to support students.
- Create signage that helps students navigate the campus easily and safely.

- Provide safe places for prayer (i.e. Muslim students). Club advisors can work with administration to identify places each semester.
- Continue to provide bike safety precautions and areas working closely with campus safety.

Veterans:

- Provide a dedicated Full-time Veterans Counselor in the Veterans Center.
[When the current Counseling positions (2) were being prepared to be "flown" and when they went through the Faculty Allocation process, one of the positions was for a dedicated Veterans Counselor. The Veterans Counselor position was changed to a Generalist Counselor].
- Continue campus-wide Veterans sensitivity and awareness training for faculty & staff
 - Disseminate a manual for faculty and staff. [Paul McKinley is working on this].
 - Provide staff with the article: Ten Things You Should Know About Today's Student Veterans as part of the awareness training. Included along with several links and resources.
 - Provide online staff development by Veterans Resource Center.
The online training program is available to all faculty and staff.
[Paul McKinley sent the Deans information to forwarded this training information to their faculty each semester in his semester update].
 - Have a sign-off for faculty and staff that they have read and understand the guidelines to implement.
- Work with the Director of the Veterans Center on a campus policy for Veterans who get called into service during the semester.
[An unofficial process is in place and has been used each semester. Faculty have contacted Paul McKinley when a Vet has told them that they have to report. The VRC verifies the orders and the vet works with the faculty members on making up the missed work or a MW (Military Withdrawal) is given].
- Identify a point person with each of the Divisions to have resources and support for colleagues and student veterans.

AB540 Students:

- Provide awareness and education training for all staff and faculty
 - Provide a resource handbook that is disseminated to all staff [this is in process].
- The "safe zones" on campus are essential to support AB540 students.

LGBT Students:

- Provide awareness and education training for all staff and faculty and specifically campus safety officers.
 - Be sure faculty and staff are not perpetuating the stereotypes and justifying them in classrooms or in offices.
 - Provide resources to staff regarding LGBT bullying, the law regarding LGBT discrimination issues, resources for inclusion in the curriculum, etc.
[California Educator, March 2011 addresses the issue: Is your school a GLBT safe zone?]
 - Ensure that campus staff enforce policies that protect against sexual orientation discrimination.
 - Work in conjunction with the FC policy on bullying.
[Bullying is also an outgrowth of the bigger issue of homophobia on campus, which unfortunately is alive and well on campus].

- Provide gender-neutral restrooms on campus. This is a Big issue for our students and it centers around safety.

Attachment: Men's Locker Room pictures from Spring 2012.

Committee Members:

Chris Lamm, Faculty Senate Student Equity Committee Chair; Faculty/Social Science Division: Child Development & Educational Studies Dept.

Adela López, Faculty/Social Science Division: Ethnic Studies Department

Carolyn Facer, Faculty/Mathematics & Computer Sciences Division: Math Dept.

Jose Miranda, Faculty/Technology & Engineering Division: Automotive Dept.

Annie Liu, Asian/Pacific Islander Faculty/Staff Association (Humanities Division)

Nahrin Hinaro, Counseling

Pilar Ellis, Manager of the International Student Center

Mark Greenhalgh, Dean of Mathematics & Computer Science Division

Chuck Helms, Classified Representative/Skills Center

Ricardo Muniz, Student Representative from ICC

Edward Cheon, A.S. Representative