

**RELATIONS BETWEEN PUBLIC AND COLLEGE PERSONNEL**

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The Board recognizes that employees of the District have dual roles as employees of the District and as members of the greater community.

The Board believes that the Constitutional rights of teachers and other employees must be protected, including the right of free speech. The Board also believes that teachers, students, administration, and other employees, as well as students and board members, should not be subject to unfair, unwarranted or malicious attack, either from members of the public or from members of the campus community.

To help achieve these goals the Superintendent/President shall consult employee contracts, adopted policy, and pursue collegial consultation to handle differences of opinion between the Board and the public, between the Board and the staff and between the public and the District's employees. The Superintendent/President shall guide the District in:

1. Protecting and guaranteeing each employee's Constitutional rights.
2. Assisting all staff in distinguishing between their professional employee responsibilities and their responsibilities as members of the community.
3. Creating opportunities for handling differences of opinion and complaints.
4. Providing channels of communication within the District for employees to have ready access to the policies, regulations and bylaws of the Board, and prompt notification of coming events. The public should also have access to the policies and regulations.

See Also:

Policy 3.1.4b Academic Freedom

Policy 4.14 Guide to Grievance and Complaint