

ARTICLE 2 NON-DISCRIMINATION AND HARASSMENT-FREE WORKPLACE District Counter
Proposal #2

Palomar Community College District (District) Counter Proposal#2
to the
The College Council of Classified Employees CFT/AFT Local #4522 (CCE)
for
2023-2024 Successor Negotiations

December 11, 2023

ARTICLE 2
NON-DISCRIMINATION AND HARASSMENT-FREE
WORKPLACE

2.1 Non-Discrimination

The District and/or the CCE/AFT shall not illegally discriminate against any member of the bargaining unit on account of race, religious creed, color, national origin, ancestry, disability, medical condition, marital status, sex, sexual orientation, age, political affiliation, domicile, or membership and/or participation in an employee organization as defined by the EERA.

The District and/or the CCE/AFT shall not illegally impose or threaten to impose reprisals on employees to discriminate or threaten to discriminate against employees, or otherwise to interfere with, restrain, or coerce employees because of their exercise of rights guaranteed by the EERA.

2.2 Harassment-Free Workplace

The District and the CCE/AFT agree that mutual respect between and among managers, employees, co-workers, and supervisors is important to the conduct of the District's business and in accordance with District policies and procedures. The repeated use of profane language, name-calling, yelling, or any unwanted physical contact is inappropriate in the workplace. Employees who believe they are subject to or witness such behaviors should raise their concerns with the appropriate supervisor, manager, or administrator as soon as possible, but no later than forty-five (45) days from the occurrence of the behavior. In accordance with Administrative Procedure 3435: Discrimination and Harassment Complaints and Investigations; the District will take interim steps

to protect a Complainant and/or effected employees from the alleged behavior while the District investigates the complaint made by the employee, the employee shall not be subject to the behaviors specified in the complaint. The employee upon request

is entitled to Union representation at this conference.

2.3 Whistleblower Protection

The District and the CCE/AFT agree that all employees have a responsibility to conduct District affairs ethically and in compliance with the law. Suspected unlawful activities should be reported in writing to the employee's immediate supervisor or other District administrator with authority within the operating unit. Any employee making a good-faith report of unlawful activities shall be free from retaliation. The District shall make reasonable efforts to maintain confidentiality.











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Final Audit Report

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