

**Section 11.3 Safe Workplace**

~~A.—The Union and the Administration agree that a safe campus environment for employees and students is paramount to the College’s mission. To that end, the Administration shall take reasonable measures to ensure a safe campus environment for all employees, students, and any other individuals visiting the campus. ~~are entitled to a campus environment free from any kind of harassment. The parties shall endeavor to achieve a working and learning environment free from all forms of harassment and discrimination. Harassment includes, but is not limited to, slurs, innuendoes or other verbal or physical conduct reflecting on an individual’s race, color, religion, national origin, ethnicity, age, gender, gender identity, pregnancy, marital status, sexual orientation, disabling condition, veteran status, or any other factor or condition protected by law which has the purpose or effect of creating an intimidating, hostile, or offensive educational work environment, has the purpose or effect of unreasonably interfering with the individual’s work performance or participation, or otherwise adversely affects an individual’s employment or educational opportunities.~~~~

~~B.—No faculty member shall be subjected to sexual harassment, whether from a student, colleague, supervisor, or other member of the College community. Sexual harassment is defined as unwelcome advances, requests for favors, and other unwanted conduct of a sexual nature, whether verbal (such as the use of sexually degrading words and innuendoes), visual (such as the displaying of sexually suggestive or explicit photographs, drawings, graffiti, etc.), or physical (such as the use of sexually suggestive body language or physical touch), by someone from or in the workplace or educational setting, under any of the following conditions:~~

- ~~1.—Submission to the conduct is explicitly or implicitly made a term or condition of an individual’s employment.~~

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~~2. Submission to, or rejection of, the conduct by the individual is used as the basis of employment decisions affecting the individual.~~

~~3. The conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment.~~

~~4. Submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the College.~~

~~C.A. The Administration shall advise the faculty member in the event that a student known to the College to be on a state or national sex offender registry enrolls in his or her class.~~

D.B. A faculty member shall immediately report to College Security, and will, within 24 hours follow up with the campus or division administration, any work-related incident that involves an assault upon his or her person, and/or the threat of bodily harm, while in the performance of College-assigned duties.

~~Any faculty member who sustains an injury as a result of such incidents will not be required to utilize accumulated sick leave for absence from his or her College-assigned duties and will instead use Illness/Injury in the Line of Duty Leave.~~

~~E. Disruptive Student Behavior: Student Behavior is disruptive when it interferes with or conflicts with an environment that is conducive to learning, civility or academic freedom in the classroom or at any LSSC-sponsored event. Disruptive behavior interferes with instruction or with another student's right to pursue learning, violates college policies, or violates local, state or federal laws. Examples of disruptive and abusive behavior may include but are not limited to~~

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- ~~1. Aggression toward other students or faculty~~
- ~~2. Threats of violence~~
- ~~3. Sexual harassment, as defined in Article X. 3.B above~~
- ~~4. Use of derogatory language/racial slurs~~
- ~~5. Unyielding argument or debate~~
- ~~6. Yelling inside or outside of the classroom~~
- ~~7. Untimely talking/laughing/crying~~
- ~~8. Snoring in class~~
- ~~9. Engaging in content on electronic devices that others find disruptive~~
- ~~10. Listening to music at a volume disruptive to others~~

~~LSSC faculty have the authority to exclude a student from any class session in which that student is being disruptive; however, faculty members do not have the ability to remove a student permanently outside of the withdrawal process. A student can only be removed from a class indefinitely through the disciplinary process as outlined in the "Student Disciplinary Procedures" section of the College Catalog and Student Handbook. Faculty and staff may wish to consult with their supervisor or other responsible college personnel before initiating the disciplinary process.~~

~~The College shall provide and maintain a safe and healthful working environment for all employees. Toward that end, the College shall promptly investigate faculty reports of health and safety concerns including, but not limited to, mold/mildew, asbestos, leaking pipes and structures, animal and insect infestations, and broken equipment/ structures. The College shall report back to the faculty member within 10 business days, in writing, detailing~~

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- ~~1. Measures taken to investigate the complaint~~
- ~~2. Measures taken to mitigate the conditions that occasioned the complaint~~
- ~~3. Reasonable Accommodations available to the faculty member~~