



**RESOLUTION FA20-B:  
REBUKING ADMINISTRATIVE THREATENING BEHAVIOR**

- Proposed by:** Jim Sahlman
- Whereas,** The Yosemite Faculty Association (YFA) is the exclusive representative<sup>1</sup> for all matters related to faculty working conditions, and
- Whereas,** Administrative bullying, harassment, and intimidating behaviors toward specific faculty-discipline groups represent a serious violation of the collective bargaining agreement between the YFA and the Yosemite Community College District (YCCD), and
- Whereas,** *An “academic employee” refers to a person employed by a community college district in an academic position,<sup>2</sup> and*
- Whereas,** *An “educational administrator” means an administrator who is employed in an academic position designated by the governing board of the district as having direct responsibility for supervising the operation of or formulating policy regarding the instructional or student services program of the college or district. Educational administrators include. . . other supervisory or management employees designated by the governing board as educational administrators,<sup>3</sup> and*
- Whereas,** The YCCD has both an Institutional Code of Ethics policy and administrative procedure,<sup>4</sup> and
- Whereas,** *It is understood that actions of all members of the [Leadership]Team [Advisory Council, a.k.a., LTAC] will be consistent with commonly accepted professional and ethical standards,<sup>5</sup> and*
- Whereas,** *Ethical behavior is often defined as “right or good” behavior as measured against commonly accepted rules of conduct for a society or for a profession. The ethical person is often described in absolute terms as one who is fair, honest, straightforward, trustworthy, dispassionate and unprejudiced. If, however, one is inconsistently fair or honest, one loses credibility and is perceived to be unethical. The ethical person must be conspicuously consistent in the exercise of integrity to sustain the credibility that is an expectation of office,<sup>6</sup> and*
- Whereas,** *Members of the Yosemite Community College District embrace the value of civility, which promotes mutual respect, fairness, concern for the common good, and politeness,<sup>7</sup> and*
- Whereas,** Ignoring such unethical behavior is, at the least, enabling the behavior and, at worst, endorsing the behavior by the YCCD, and

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<sup>1</sup>YFA Contract, Article 2.1

<sup>2</sup>California Education Code 87001(a)

<sup>3</sup>California Education Code 87002(b)

<sup>4</sup>YCCD BP/AP 3050 (Institutional Code of Ethics)

<sup>5</sup>LTAC Handbook (Statement of Ethics), page 12

<sup>6</sup>LTAC Handbook (ACCA Statement of Ethics), Appendix A, page 47

<sup>7</sup>YCCD BP 7-8057 (Civility)

<sup>8</sup>YCCD BP/AP 3430 and 3435

- Whereas,** Such unethical behavior is rarely based on single instances of bullying, harassment, and/or intimidating behaviors and typically the result of on-going patterns of behavior, and
- Whereas,** The YCCD has a legal, moral, and ethical obligation to protect its employees from administrators who engage in bullying, harassment, and intimidating behaviors, and
- Whereas,** The YCCD has made it clear that no form of bullying, harassment, and intimidating behaviors shall be tolerated by any employee<sup>8</sup>—including educational administrators—and that such behavior which negatively impacts specific groups identified in Title IX are particularly egregious, and
- Whereas,** The YCCD is invested in “social justice” and therefore opposes bullying, harassment, and intimidating behaviors toward all faculty.
- Therefore,** **Be it resolved,** that the Yosemite Faculty Association strongly rebukes any administrators who engage in patterns of bullying, harassment, and intimidating behaviors toward faculty, and
- Therefore,** **Be it further resolved,** that the Yosemite Faculty Association will likely pursue a vote of no confidence against any educational administrator who engages in patterns of bullying, harassment, and intimidating behaviors toward faculty, and
- Therefore,** **Be it further resolved,** that if the circumstances are severe and warranted, the Yosemite Faculty Association strongly encourages the YCCD Board of Trustees to take swift and deliberate action to remove any educational administrator who engages in patterns of bullying, harassment, and intimidating behaviors against faculty.
- First Reading:** October 14, 2020 (decision to vote in one meeting)
- Final Action:** Resolution approved
- Disposition:** YFA President to present to the Board of Trustees on October 14, 2020 at the Board meeting

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<sup>1</sup>YFA Contract, Article 2.1

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