

## INSTITUTIONAL CODE OF CONDUCT

It is the policy of the South Orange County Community College District (District) to foster an environment that maximizes student learning, employee performance, and a climate of civility among Governing Board members, students, and employees of the District.

As members of the District community, we are expected to treat other community members with civility and respect, recognizing that disagreement and informed debate are valued in an academic community. Harassment by any Governing Board member, student, or employee, of any other Governing Board member, student, or employee for whatever motive is harmful to the environment desired by the District and will not be permitted by the District.

This policy shall in no way be construed to restrict any type of constitutionally protected speech or activities.

*Reference:*

*Accreditation Standard III.A.1.c;  
Education Code 20902*