

ARTICLE 16 – WORK ENVIRONMENT AFT

WORK ENVIRONMENT

16.A. District ~~and Union agree that appropriate~~shall maintain levels of cleanliness, lighting, ventilation, ~~and temperature,~~s, adequate security, police services, and secure and safety classrooms are necessary and conducive to optimum learning, ~~and teaching, and other campus activities.~~

16.B. The Union shall designate faculty representatives to the Health and Safety ~~Committee~~ Committee in accordance with the Shared Governance Agreement chartered by the Participatory Governance Committee.

~~16.C. District agrees it shall maintain and comply with all safety requirements as determined by applicable law including regulations of the California Occupational Safety and Health Act (Cal OSHA).~~

16.~~C~~D. Where a student makes a real or implied threat of bodily harm or injury: 1. The faculty member ~~must~~ shall report the threat immediately to the campus police, if on site, and the immediate supervisor/chairperson. The faculty member is required to follow up such immediate report in writing in accordance with the established “Notice of Instructor's Discipline Form.” 2. The faculty member may remove the student ~~for up to two (2) consecutive class meetings~~ in accordance with established District procedure. 3. The administration shall conduct an immediate investigation/hearing. During the period of investigation/hearing, if the faculty member feels endangered, he/she may request ~~that~~ and the District ~~shall~~ make a reasonable effort to make ensure a safe work environment ~~secure~~ by doing such things as changing the class site, providing onsite security, reassigning ~~of or removing~~ the student ~~or teacher by mutual agreement~~, or using other remedies agreed upon by the District and faculty member.

~~16.E. In cases of assault and battery, it is the duty of any faculty member who is attacked, assaulted, or menaced by any person and the duty of any person under whose direction or supervision such faculty member is employed who has knowledge of such incident, to promptly report the incident to the appropriate law enforcement authorities of the county or city in which the incident occurred. If the attack, assault, or menace was by a student, failure to make such a report is a misdemeanor punishable by a fine of not more than \$200, and any action designed to influence the faculty member not to make such a report is also a misdemeanor subject to a fine of not less than \$100 or more than \$200.~~

16.~~E~~D. Faculty may request and the District shall make ~~, within time, space and budget limitations,~~ every effort to provide (within time, space and budget limitations) ~~faculty members~~ secure spaces to ~~lock up~~ store teaching materials and meet with students.

~~16.E In addition, faculty may request, and t~~The District shall make every effort to provide (within time, space and budget limitations) a sufficient number of gender-appropriate restrooms, breast-pumping rooms, and other spaces for necessary daily functions.

~~16.E.~~