

AGENDA ITEM: 10(a)(i, ii, iii)

Chapter 6 Policies – Human Resources Policies:

Board Policy 6002: Academic Freedom
Board Policy 6020: Sexual Harassment
Board Policy 6037: Bereavement Support Policy

RECOMMENDED DIRECTIVE:

The Board hereby approves no amendments to BP6002 (Academic Freedom), amendments to BP6020 (Sexual Harassment) and new BP6037 (Bereavement Support Policy).

DISCUSSION:

Policies and procedures are living documents designed to adapt to the evolving nature of an organization. While the core principles of a policy may endure, the specific details should be adaptable and responsive to the organization's shift. Consequently, the Human Resources Office (HRO) consistently engages in collaboration and coordination with relevant offices and standing committees within the college to assess policies and procedures.

Following endorsements by the relevant standing committees, the Executive Committee was presented the following policies on August 21, 2026 for review and endorsement:

Board Policy	New, Amendments or Deletion	Remarks
BP6002 – Academic Freedom	No Amendments	1. No recommended changes to the Policy
BP6020 – Sexual Harassment	Amendments	1. Change of title to Sexual Misconduct; 2. Updated references; 3. Included a general statement; 4. Updated the application statement to state: <i>“This policy applies to all COM-FSM employees across all campuses, programs, and college-sponsored activities.”</i>; 5. Included all forms of sexual misconduct; 6. Updated Section C (Responsibilities) to include responsibilities of the Title IX Coordinator and HR; 7. Updated responsibilities of employees under Section C; 8. Updated Section D to include Grievance Procedures with Timelines; and 9. Updated Section D to include #3, <i>Vexatious Allegations</i>: (which states): <i>Any allegation brought solely for the purpose of harassment, bad faith, or vexation will</i>

		<i>result in appropriate disciplinary action under Board Policy No. 6019.</i>
BP6037 – Bereavement Support Policy	New	1. This is a new policy

ACTION TAKEN:

_____ Approved as presented

VOTE:

_____ Approved w/ modifications

_____aye _____nay _____abstain

_____ Disapproved

DATE: _____

_____ Deferred to a later meeting