

**TENTATIVE AGREEMENT
BETWEEN THE COAST COMMUNITY COLLEGE DISTRICT
AND THE COAST FEDERATION OF CLASSIFIED PROFESSIONALS, LOCAL 4794**

August 10, 2022

This Tentative Agreement between the Coast Community College District and the Coast Federation of Classified Professionals, Local 4794 (hereinafter referred to as the "Federation") is expressly made pursuant to the Educational Employment Relations Act and the Collective Bargaining Agreement ("Agreement") between the parties.

All language currently in effect in the Agreement is intended to remain unchanged except as agreed below.

**ARTICLE 25. BULLYING AND MOBBING
Sections 25.1, 25.2, and 25.3**

25.1 The District agrees that bullying or mobbing shall not be tolerated, and the District shall take all appropriate and reasonable measures to address instances where bullying and mobbing have occurred in the workplace.

25.2 Definitions.

A. Bullying. Bullying is a form of psychological harassment or violence through the use of targeted, malicious intent, which can occur between a manager, a faculty member, and/or a co-worker. More specifically, bullying is abusive conduct that is threatening, unwelcome, aggressive, hostile, intimidating, harassing, and/or unreasonable that demeans, mentally or physically intimidates, or humiliates an individual or a group. Bullying includes, but is not limited to, violent acts, threats of violence, retaliation, social isolation, and exclusion. Bullying is typically a repeated course of conduct but may occur as a single incident. Bullying can be conducted by an individual or multiple individuals.

1. Bullying includes verbal/written bullying, such as ridiculing, insulting, verbally abusing, or maligning a person, either in person or in writing; making abusive, threatening, or derogatory remarks to or about a person; and/or attempting to exploit an individual's known intellectual or physical vulnerabilities;
2. Bullying also includes cyberbullying, such as bullying an individual using any electronic medium, including, but not limited to, the internet, e-mail, cellular phones, and/or other electronic resources.

B. Mobbing. Mobbing occurs when a supervisor or co-worker gathers others to willingly, or unwillingly, participate in continuous malevolent actions toward a target. Mobbing also includes gathering others to engage in isolating or excluding

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targeted individuals or groups with the intent to intimidate, demean, or do psychological harm.

25.3 The Federation and the District agree to make modifications to this Article in conformity with any future changes to Board Policy which relate to bullying or mobbing.

25.4 Employees who believe that they have been subjected to workplace bullying or mobbing should report their concerns to Human Resources for investigation and remediation as appropriate. Employees are also encouraged to notify the Federation of such concerns for support.

Bullying and mobbing conduct, as defined in Article 25.2, may fall under one or more of the following Board policies and administrative procedures:

Board Policy and Administrative Procedure 3050: Code of Professional Ethics Board
Policy and Administrative Procedure 3410: Prohibition of Discrimination and Harassment
Board Policy and Administrative Procedure 3420: Equal Employment Opportunity
Board Policy and Administrative Procedure 3435: Discrimination, Harassment, and
Retaliation Complaints and Investigations
Board Policy and Administrative Procedure 3510: Prohibition of Workplace Violence Board
Policy and Administrative Procedure 3540: Sexual and Other Assaults on Campus

25.4 Legal Determinations and Grievance Rights. The District and the Federation recognize that avenues outside this Agreement exist for the legal determination of issues which deal with unlawful discrimination, harassment, and retaliation. Therefore, this Article 25 is not subject to the grievance procedure set forth in the Agreement.

[...]

Andrew Deaso

Andrew Deaso, CFCP President/Date

Marlene Drinkwine

Marlene Drinkwine, Vice Chancellor/Date

Dr. Elizabeth Dorn Parker, Board President/Date

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