

HUMBOLDT STATE UNIVERSITY
University Senate

Resolution on Commitments for Faculty Safety

19-20/21-APC – March 2, 2021 – First Reading

RESOLVED: That the University Senate of Humboldt State University calls upon Humboldt State to commit to improve the responses to disruptive behavior in the classroom by preparing and making clear roles and responsibilities ahead of time; and be it further

RESOLVED: That all faculty will be informed, by the Dean of Students and Academic Personnel Services (APS) of the policies guiding disruptive behavior to be prepared for possible difficult moments; and be it further

RESOLVED: That Academic Personnel Services develop a menu of options for faculty who are experiencing harm, recognizing that such options may include online courses, referrals to the police, information about advocates, parking support, and safety plan resources; and be it further

RESOLVED: That all faculty will be made aware, of their rights and the conduct process at HSU that supports students in crisis and protects the integrity of the classroom by Academic Personnel Services at New Faculty Orientation; and be it further

RESOLVED: That the Dean of Students office will give at least one training per semester for faculty to understand their roles and choices in the event of an incident of disruptive behavior; and be it further

RESOLVED: That this training includes an accessible sheet of information to help faculty in navigating an incident of disruptive behavior in clear language with tangible steps for faculty. This training should be recorded and available asynchronously; and be it further

RESOLVED: That the California Faculty Associate (CFA) be consulted and invited to assist the training and help to advertise the workshop to CFA members; and be it further

RESOLVED: That the faculty involved in an incident with a disruptive behavior be informed of their right to a California Faculty Association Advocate; and be it further

RESOLVED: That all campus officials who respond to incidents of disruptive behavior will strive to support safety; be prepared to engage with retaliation against those who come forward; and will use all necessary institutional tools including Student Behavior Intervention Teams, campus attorneys and Title IX/DHR investigators to prevent retaliation; and be it further

RESOLVED: That the Dean of Students will continue to offer a way to gather confidential student reports while honoring due process, as well as reinforce the consequences and sanctions of retaliation as needed; and be it further

RESOLVED: That in the event that a student's confidential information is going to be released, the student should be informed ahead of time; and be it further

RESOLVED: That Dean of Students, Title IX/Discrimination Harassment and Retaliation (DHR) and APS all prepare and be ready to support students and faculty with safety plans (or refer to a qualified campus partner if appropriate) as necessary. (A safety plan is a personalized, practical plan to improve safety while experiencing abuse or harassment.); and be it further

RESOLVED: That APS will provide an annual report for the University Senate every August to demonstrate continued progress and commitment toward the safety of the campus community; and be it further

RESOLVED: That APS review internal statistics for racial and gendered patterns in disruptive behavior cases. When appropriate this information should be included in the annual report on faculty safety.

RATIONALE: Faculty at Humboldt State University (HSU) experience moments of harm while teaching their courses. Different faculty experience different kinds of harassment and policing often associated with their perceived identity. Some students undercut, harass and troll women, queer, trans, gender non-conforming, men and/or women of color instructors. Harm is not experienced at the same level. Understanding that all HSU staff, faculty and administrators who respond to a moment of disruption in the class know that the sense of safety changes with the person's identity and life experiences. An intersectional lens is necessary to understand how to respond to complaints. This is a resolution outlining shared commitment and collaboration between often siloed components of the campus. It also underscores a shared value of support to faculty and students in order to have the safest educational spaces that we can create. All responding administrators consider risks for retaliation to faculty and to student witnesses within the legal means regarding due process when gathering information and engaging in conduct/ disciplinary action. Humboldt State will prepare to respond effectively to potential incidents and increase inter-office communication to minimize harm to the best of our abilities.