



**SJCC Academic Senate
Unanimously Approved Resolution
4/23/19**

Whereas, the SJCC Academic Senate has been instrumental in promoting diversity, equity and social justice which is consistent with the Mission and Values of the San Jose/Evergreen Community College District; and

Whereas, racism, sexism and homophobia have no place at SJCC; and

Whereas, racist and racially charged emails are contradictory to the mission and values of the SJECCD; and

Whereas District Board Policy BP 3430 states in pertinent part: The District shall be free of other unlawful harassment, including that which is based on any of the following statuses: race, religious creed, color, national origin, ancestry,

Whereas District AP3720: Computer and Network Use prohibits the following email messages:

Specifically, discriminatory remarks, abusive remarks and the like and;
Messages that contain expressions of bigotry or hatred, hate mail, harassment, discriminatory remarks, abusive remarks and the like.

Whereas, racist and racially charged emails targeting Latinas/os at SJCC will not be tolerated; and

Whereas, racist and racially charged emails and related materials of any kind targeting any group is an inappropriate use of email and college resources at the SJECCD; and

Whereas, the SJCC leadership has established a collegial, respectful and effective working relationship with all constituencies; and

Whereas, the Email from Charles Heimler dated April 14, 2019 dispatched through San Jose City College Email unmistakably singles out Latina/o administrators and faculty and labels them as lacking in legitimate academic achievement;

Now therefore be it resolved, that the SJCC AS condemns such communications as prohibited expression of bigotry which is abusive and demeans the entire College, students and staff and refers this communication to District Human Resources for appropriate investigation and action.