

Section 2. Protection of Faculty Members

A. A faculty member shall not be subject to an adverse action affecting the faculty member's hiring, promotion, or employment status with the **District for any of the following:**

1. For exercising the freedom to examine, explore, or endorse unpopular or controversial ideas either in the classroom teaching or in discussion with students outside the classroom or in academic research or publication.
2. For selecting or recommending the selection of instructional materials for courses which may contain unpopular or controversial ideas.
3. For selecting, recommending or making available the books and materials presenting all points of view including materials of interest, information, and enlightenment without regard to class, race, ethnicity, or social, political, or religious views of the author.
4. For speaking or writing as a citizen, when the faculty member indicates that he/she is not speaking for the District.

B. The District and the Guild shall be committed to the principles of due process and to resolving performance problems at the informal level, whenever possible. However, when a problem persists, despite efforts to remediate the issue(s), the faculty member may be subject to discipline. Discipline shall be administered in a timely manner in accordance with the California Education Code, including but not limited to sections 87666 to 87683 and 87732 to 87737. A faculty member shall not be reprimanded, suspended, or dismissed without just cause.

If the District requests a meeting with a faculty member which the District believes could result in the discipline of the faculty member, the District will notify the faculty member of his/her right to have a Guild representative at the meeting.

Date signed: 11/29/11



Mike Allen, Chief Negotiator
Glendale College Guild



Jewel Price, Chief Negotiator
Glendale Community College District