

A message from AFA to all faculty regarding

# HARASSMENT OR DISCRIMINATION

**Harassment and discrimination are unprofessional and illegal.**

If any SRJC employee has harassed or discriminated against you, contact Human Resources to file a formal complaint.

AFA can assist and support you through the complaint process. An AFA representative of your choosing can accompany you in any meeting with HR staff.

**Your RIGHTS are described in our contract with the district, SRJC Board Policy, and the law.**

SRJC Board Policy on Unlawful Discrimination and Sexual Harassment: <https://go.boarddocs.com/ca/santarosa/Board.nsf/goto?open&id=A5YP7B59CF46>

SRJC Board Complaint Procedure: <https://go.boarddocs.com/ca/santarosa/Board.nsf/goto?open&id=A5YP7B59CF46#>

**Retaliation is illegal.**

If you suspect that someone is retaliating against you, contact HR and you are welcome to contact AFA for support.

**Student harassment/discrimination**

If a student has harassed or discriminated against you, contact your department chair and the Dean of Students.