

Diversity Council Minutes

February 11, 2014

HR Conference Room 220A-4 2:00pm

| Attendees | |
|---------------------------|---------|
| Ricardo Caton | Present |
| Maria Addison | Present |
| Gaelan Benway | Present |
| Deborah Gonzalez | Absent |
| Sarah McLaughlin | Present |
| Jonathan Miller | Present |
| Betsy Rivera (student) | Present |
| Henry Ritter | Absent |
| Margaret Wong | Present |
| Elda Zeko-Underwood | Present |
| Anita Bowden (ex-officio) | Present |

Topic 1. Feasibility of establishing gender neutral bathrooms

Currently there is one gender neutral bathroom located in the first floor of Administration Building, (near the side entrance facing the Child Center). However the bathroom is not clearly marked, nor it is advertized and it is not accessible. Members of the Diversity Council recommended a second bathroom would be necessary on campus.

Topic 2. Review QCC Workplace Bullying Policy

The draft of the Workplace Bullying Policy came from the Faculty Senate to the Steering Committee to the various Councils.

The Diversity Council members engaged in a discussion about the need of such policy at QCC. There is currently some language in the Student Code of Conduct about acceptable behavior. There is also a statewide policy about acceptable behavior in the workplace. Employees of QCC follow professional Ethical Standards and Mutual Expectations in their behavior with students.

At this time there is no specific law that addresses Bullying in the Workplace, but as Margaret Wong pointed out, legislation is in progress at the State House. In the meantime the current policy if approved could serve as a guideline until the statewide law passes.

At this time there is some concern about nonspecific language in 8.0 – Sanctions. Anita Bowden clarified for all members of the Diversity Council to keep in mind a policy like this tends to be more general, so that there is more flexibility in addressing an issue as it arises.

Members of the Diversity Council agreed to look discuss the policy further during the next meeting.

Topic 3 Next meeting

The next meeting will be held on March 11, 2014. Members will continue to discuss the Workplace Bullying Policy.

Kevin Butler will attend to present on Administrators and Faculty of Color Alliance (AFCA)