

**Cochise College  
District Board Policy**

**Category: Executive Limitations  
Policy Number: 403  
Title: Human Relationships**

With respect to treatment of persons in the college community, the President may not cause or allow conditions which are inhumane, biased, or illegally discriminatory.

Accordingly, the President may not:

1. Operate without personnel procedures which clarify personnel rules for employees, provide for effective handling of grievances, and protect against wrongful conditions.
2. Fail to comply with all laws, rules, and regulations pertaining to employees and students including those pertaining to:
  - a. Discrimination
  - b. Equal Opportunity
  - c. Sexual Harassment
  - d. Rights of Privacy
3. Prevent students and staff from using established grievance procedures.
4. Fail to acquaint students and staff with their rights and responsibilities.

Fail to maintain confidentiality where appropriate.