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**District Administration**

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**Chancellor's Statement**

Dear Fellow CCS Faculty and Staff:

Community Colleges of Spokane (CCS) will not tolerate harassment, discrimination, or sexual misconduct of any kind. Behavior of this nature will subvert the mission of our institutions by undermining the positive working and educational environment we are committed to providing for all students, faculty, staff, and visitors. It is the policy of CCS to maintain learning and working environments free from harassment and discrimination.

Because we take such allegations seriously, we will respond promptly to complaints of harassment/misconduct/discrimination and, where it is determined that inappropriate conduct has occurred, we will act promptly to eliminate the conduct and impose corrective action as necessary, up to and including dismissal when appropriate.

The elimination of harassment, discrimination and sexual misconduct requires strong continuing partnerships with staff, faculty, managers, the attorney general's office and the students and communities we serve. We must work together in pursuit of consistently positive learning and working environment for our students and staff. By working and learning together, we can eliminate such behavior from CCS. I'm directing each of you to treat others with respect and dignity and to accept nothing less in return. This will require that we deal with any form of harassment, discrimination, or sexual misconduct in a prompt and direct manner.

Being indifferent is not an option. Review of serious harassment/discrimination situations consistently verifies that there are missed opportunities to correct the conduct or behavior at its early stages. Let's enforce common sense rules of professionalism and respect.

Let's demand respect from one another and continue to make CCS the best organization it can be.

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin Brockbank".

Kevin Brockbank, ED.D.

Chancellor