



BOARD OF TRUSTEES COLLEGE DISTRICT NO.10
Green River College, Auburn, Washington

October 16, 2025

Study Session 3:00p.m.

TIME	TOPIC	PRESENTER	TAB
3:00p.m.	Ethics, OPMA, Public Records	John Clark	TAB A

The Board of Trustees of College District No. 10 will hold a regular meeting on Thursday, October 16, 2025 at 4:30p.m. Sharonne Navas, Board Chair, will preside. Attendance is available in-person in the Zgolinski Center Board Room or via zoom at:

<https://us02web.zoom.us/j/86239897920> Meeting ID 862 3989 7920 Passcode 101879.

Regular Meeting 4:30 p.m.

TIME (approximate)	TOPIC	PRESENTER	TAB
4:30pm	CALL TO ORDER	Sharonne Navas	
	ROLL CALL		
	PUBLIC COMMENT		
	CELEBRATING SUCCESS		
4:35pm	Scholarship Recipients Overview	Heather Hughbanks Danielle Flores	Celebrating Success
4:45pm	APPROVAL OF MINUTES	Sharonne Navas	Minutes
	September 18, 2025		
N/A	CORRESPONDENCE		Correspondence
N/A	INTRODUCTIONS		Introductions
	REPORTS TO THE BOARD		
4:50pm	FY 2024/25 Budget Report and FY 2025/26 Updates	Janee Sommerfeld	TAB B
5:05pm	Revised Student Conduct Code	Shawn Percell David Larsen	TAB C
5:10pm	2026 Schedule of Board Meetings	Sharonne Navas	TAB D

	STANDING REPORTS		
5:15pm	Student Report	Mason LaMonica	TAB E
5:25pm	Equity & Diversity Report	Kit Alston	TAB F
	College Council Report	Tamara Shilipetar	NO REPORT
5:35pm	Faculty Report	Dave Norberg	TAB G
	Classified Staff Report	Richard Falk	NO REPORT
5:45pm	President's Report	Suzanne Johnson	TAB H
	EXECUTIVE SESSION		
	If needed		
5:55pm	ACTION RECOMMENDATIONS	Sharonne Navas	ACTION
	Revised Student Conduct Code		
6:00pm	TRUSTEES ASSOCIATION		Trustees Association
	ACCT Voting Delegate		
6:05pm	PUBLIC COMMENT		
	OTHER BUSINESS		Other Business
6:10pm	Upcoming Activities/Meetings		
6:15pm	ADJOURNMENT		

If you need disability related accommodations to make this event accessible, please contact Human Resources at 253-833-9111, ext. 2600; TTY 253-288-3359; or by email at hr@greenriver.edu.

Green River College is an equal opportunity educator and employer. Learn more at www.greenriver.edu/accessibility.



BOARD OF TRUSTEES 2023-2024 STATEMENT

Leading with equity, we collectively govern to carry out our legal responsibilities by creating policies, providing oversight, and evaluating progress of the strategic plan. Guided by community, we ensure that students have a quality, relevant learning experience that maximizes their potential for success.



GRC EQUITY-CENTERED STRATEGIC PLAN GOALS



BOARD OF TRUSTEES 2023-2024 GOALS

Success for All Students

A

The Board will monitor the progress of student success outcomes by reviewing the dashboards quarterly.

Excellence in Teaching and Learning

B

The Board will ensure that student metrics and benchmarks provide an opportunity to make data-driven decisions for improvement.

Responsive Educational Programs and Support Services

C

The Board will support the commitment to on-going EDI professional learning for all College employees and trustees.

Integrated and Effective Organizational Structure, Systems, and Processes

D

The Board will review board policy and procedures to ensure they support the commitment to becoming an anti-racist college.

Accessible and Responsive Facilities and Technology

E

The Board will continue to develop forward thinking policies and provide fiduciary oversight to ensure institutional sustainability, growth, and capacity-building.

Impactful Community Connections

F

The Board will advance community partnerships with local school districts, business and industry partners, and local organizations.





Report to the Board of Trustees of College District No. 10

Report Title: Celebrating Success: Scholarship Program Impact Report

Department: Green River College Foundation

Prepared By: Danielle Flores, Emergency Funding, Scholarship Coordinator

Date of Board Meeting: 10-16-2025

Executive Summary

The Green River College Foundation's scholarship program continues to open doors for hundreds of students each year—students whose academic goals and personal resilience reflect the best of our community. Through donor generosity and careful stewardship, the Foundation has awarded more than \$560,000 in scholarships so far this year, directly supporting access, retention, and completion for 261 students. Two campus celebrations—the Scholarship Welcome Event and the annual Scholarship Night—highlight their stories and the deep partnership between students, donors, faculty, and staff.

Details

Key Projects or Actions:

Green River College Foundation Scholarship Program Key Metrics

- **Applications (Spring 2025):** 728
- **Awards:** 324 students
- **Accepted Scholarships:** 261 students
- **Total Funds Awarded:** \$560,900
- **Average Award:** \$2,100 – with a goal of raising this to \$2,500 in the coming year
- **Fall Scholarship Round Applications:** Currently 179, round closes 10-15
- **Projected Number of Awards and Value:** The Foundation manages **111 distinct scholarships**—57 annual and 54 endowed—representing a combined value of **\$737,300**. Our donors' sustained investment ensures long-term stability while creating immediate opportunity for today's students.

Celebrating Community and Connection

- **2024 Scholarship Banquet:** 300 attendees – students, donors, faculty, and volunteers.
- **2025 Scholarship Welcome Event:** Strong turnout and renewed enthusiasm from recipients; donor engagement surpassed prior years.

10/16/25 TAB CELEBRATING SUCCESS

Both gatherings showcase the human side of philanthropy—students meeting those who help make their education possible. Approximately 150 students and staff attended.

- **2025 Scholarship Banquet:** Thursday, November 13th, Doors open at 5:30 pm. SU Grand Hall

Results & Successes:

Scholarship Reach and Impact

We host two application cycles each year. The larger cycle runs from January to August and provides funding for Fall, Winter, and Spring of the following academic year. The smaller cycle runs from August to October and provides funding for Winter and Spring of the current academic year. In the Spring 2025 cycle, we received 728 applications; 324 students were awarded scholarships, and 261 accepted, totaling \$560,900 in funding. The difference between awarded and accepted reflects the timing of the process, as students apply months in advance for funding that begins in September, and their plans may change in the meantime. Final applicant numbers for the Fall 2025 cycle will be available by the date of this meeting. (Currently 179 completed applications) During that cycle, we also re-award scholarships that were not accepted or did not have a matching student from the previous round.

Our scholarship program is made possible through the generosity of both annual and endowed donors. Each year, we award 57 annual scholarships totaling \$319,400, alongside 54 endowed scholarships that provide an additional \$417,900 in funding. In total, we work with approximately 100 annual scholarship donors, a group that includes Green River College staff, faculty, administrators, and community members. Many of our scholarships are funded by multiple donors who come together and pool their donations.

Celebrating Community and Connection

We host two scholarship events each year: the welcome lunch for students and staff, and the scholarship banquet with students, their guests, donors, and community members. The purpose of the welcome lunch is to bring scholarship recipients together in advance of the banquet so they can meet one another, hear from Dr. Johnson, connect with the Foundation team, and learn what to expect at the upcoming banquet. This year's welcome lunch had our largest turnout yet, with about 150 students and staff in attendance.

Our 2024 scholarship banquet hosted 300 attendees, and we are looking forward to another strong turnout for this year's event. The 2025 Scholarship Banquet will be held on **Thursday, November 13, in the SU Grand Hall, with doors opening at 5:30 p.m.**

Challenges & Solutions

Financial Outlook

Current awards average \$2,100. We believe that \$2,500 is a better match to student needs. (50% of annual tuition.) Further, we have had a target of awarding 75% of the total number of applications. With a very large increase in applications in the just completed cycle, we are meeting 45% of applications submitted. The Foundation seeks to increase available scholarship funding by approximately \$150,000 annually to raise average award amounts and meet the full potential of student demand.

Dept of Education - Office of Civil Rights (OCR) Audits

Some Community and Technical colleges across the state received Office of Civil Rights (OCR) complaints due to “discriminatory scholarships” with race and gender criteria. As a result, and prior to an OCR inquiry, we updated the criteria to seven of our scholarships to maintain compliance with best practice which relies on gender and race neutral criteria. This was a sensitive process, as we value donor intent and understand that establishing a scholarship is a personal decision. To address it, we met with donors to explain the changes and the need for alignment with federal guidelines. Donors have been understanding and supportive, allowing us to broaden criteria in a way that preserved the spirit of their scholarship while ensuring compliance. This ultimately strengthened our program by allowing us to continue awarding scholarships without interruption and to reaffirm our commitment to equity and accessibility for all students.

Equity and Accessibility

A single, inclusive application process ensures that every student—regardless of background—has equal access to apply for Foundation funding. We continue refining outreach to under-represented populations and aligning award criteria with student need. Future goals include:

- Expanding scholarship capacity to match rising applicant demand.
- Increasing the average award to better address the growing cost of attendance.
- Deepening connections between recipients and industry professionals through mentorship and networking.

Goals For the Future

Our short-term goals focus on strengthening student engagement and community connection. On November 13th, we aim to host another successful scholarship banquet that celebrates student success and gives the opportunity for students to meet their donors and other community members. In addition, we want to keep scholarship recipients engaged at Green River College, supporting them on their path to program completion. Looking ahead, our long-term goals center on growth and sustainability. We plan to expand the program by increasing both the number of scholarships offered and the award amounts to better meet the needs of a growing applicant pool. We also hope to leverage the scholarship program as a bridge between students and industry

professionals, helping recipients build connections that support their academic and career success.

Gratitude

Our scholarship recipients consistently express that financial relief brings not only stability but confidence. On behalf of our students and the College, we thank every donor, staff member, and volunteer whose generosity transforms potential into achievement.

Dear Gracious Donor,

My name is Kaycie Campos-Escobar, and I am honored to be the recipient of the Mike Kenyon and Ruth Fogarty Memorial Scholarship. Thank you sincerely for your generosity, I am deeply grateful to have your support. I first started attending Green River as a Running Start Student, earning my Associate of Arts degree. Since then, I've continued my journey, now pursuing my dual associate's degrees in Computer/Electrical engineering and Bio/Chemical Engineering.

My time here at Green River has taught me many things beyond calculus and physics, giving me the confidence and skills to reach my goals. I now hope to become a Biomedical Engineer, developing medical devices and technology that improves lives. Although Green River College does not offer a Biomedical degree program. I am currently completing prerequisites through other degree programs and plan to transfer to the University of Washington in 2027.

This summer, I've been taking Calculus IV and Chemistry III while also working as a tutor at the Math Learning Center. Outside of campus, I babysit my nephew, prepare for the ACS Chemistry exam and spend lots of time with my family. In my free time, I enjoy draying, painting, Manhwas, biking with my dad, making pizzas with my sister and playing horror games with my cousin.

Thank you again for your generous support. The funds from this scholarship will help me with my tuition and school supplies in my remaining quarters at Green River. It truly means so much to me having a great burden being lifted off my shoulders as I continue with my education.

Sincerely,

Kaycie Elyse Campus-Escobar"

Acronyms Used

OCR- Office of Civil Rights



COLLEGE DISTRICT NO.10

Green River College

Auburn, Washington

September 18, 2025 / 4:30 p.m. Regular Meeting

The Board of Trustees of Green River College District No. 10 held a regular meeting at 4:30 p.m. on September 18, 2025 in the ZC Boardroom and virtually via Zoom, ID #: 862 3989 7920. Board Chair Navas presided.

TRUSTEES

Chair Sharonne Navas
Vice Chair Jackie Boschok
Jennifer Ramirez Robson

STUDENTS/STAFF/GUESTS

Marwa Almusawi
Adrienne Battle
Whitney Boswell
dani crivello-chang
Amanda Chin
Miriam Chitiga
Tess Christmas
John Clark
Katie Cunnion
Yaille Dufour
Neil Duldulao
Dan Ferguson

STUDENTS/STAFF/GUESTS

Jamie Fitzgerald
Lionel Candido Flores
Christie Gilliland
Suzanne Johnson
Angelina King
Mason A. LaMonica
Kara LaValley
John McCormick
Suzanne McCudden
Candice Mihaila
Stacey Morrison
Lawand Muhsen
David Nelson
David Norberg
Jennifer Payan
Sarah Postel
Stephanie Scoby

STUDENTS/STAFF/GUEST

Heidi Sheneberger
Ian Sherman
Lea Ann Simpson
Andrea Smith
Janee Sommerfeld
Megan Stevens
Wendy Stewart
Elaine Stricklin
Leo Studach
Shikita Trahan
Staci Whitehouse
Ariadne Wilber
Lim Xin Yue
Others who did not to sign-in or
sign in was illegible

ROLL CALL

The meeting opened at 4:32 p.m. with Chair Navas, Vice Chair Boschok, and Trustee Ramirez Robson, present. Trustee Chu and Trustee Pierini were absent and excused.

PUBLIC COMMENT

No public comment.

CELEBRATING SUCCESS

New Faculty Introductions

Interim Vice President of Instruction introduced newly tenured faculty. A copy of the power point presentation is attached.

MINUTES

It was moved by Vice Chair Boschok and seconded by Trustee Ramirez Robson, that the Board of Trustees of College District No. 10 approve the meeting minutes of June 12, 2025, as distributed. Motion passes.

It was moved by Vice Chair Boschok and seconded by Trustee Ramirez Robson, that the Board of Trustees of College District No. 10 approve the meeting minutes of August 6, 2025, as distributed. Motion passes.

CORRESPONDENCE

No correspondence.

INTRODUCTIONS

No introductions.

REPORTS TO THE BOARD

Board Retreat Debrief

Following the August board retreat, the Board of Trustees will implement changes starting with the October meeting to improve structure, engagement, and use of time. Trustees will be more actively involved in subcommittees and campus activities. Board reports must be submitted to the Board Secretary (Suzanne McCudden) by 5:00pm on the Friday before the board meeting; late reports will be excluded from the agenda. Reports will no longer be read aloud—Trustees are expected to review reports in advance and come prepared for discussion. Meetings will be more interactive, with a relaxed atmosphere that welcomes eating, drinking, and open conversation.

Job Skills Program and Customized Training Program Grant Requests

Interim Vice President of Instruction, Jamie Fitzgerald and Director of Corporate and Continuing Education, Stacey Morrison, provided an overview of the Job Skills Program (JSP) and Customized Training Program grants (CTP) with a request for action. A copy of the presentation is attached under TAB A.

STANDING REPORTS

Student Report

ASGRC President, Mason LaMonica presented the student report along with Finance Coordinator, Lawand Muhsen; Advocacy Coordinator, Yaelle Dufour; and Marketing Coordinator, Rain Lim. A copy of the power point presentation is attached under TAB B.

Equity, Diversity and Inclusion Report

No Report

College Council Report

No Report

Faculty Report

United Faculty President, Dave Norberg provided a verbal Faculty Report, sharing an overview of the Instructional Council (IC) Retreat and thoughts and concerns regarding academic freedom and safety.

Classified Staff Report

No Report

President's Report

No Report

EXECUTIVE SESSION

Board Chair Navas called for an executive session to begin at 6:03 p.m. for twenty-two (22) minutes to discuss with legal counsel representing the agency litigation or potential litigation to which the agency, the governing body, or a member acting in an official capacity is, or is likely to become, a party, when public knowledge regarding the discussion is likely to result in an adverse legal or financial consequence to the agency AND to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. At 6:20 p.m. executive session was extended an additional five (5) minutes. At 6:25 p.m. executive session was extended an additional five (5) minutes. At 6:30p.m. executive session was extended an additional two (2) minutes. At 6:32 p.m. the regular meeting reconvened.

TRUSTEES ASSOCIATION

Chair Navas and Vice Chair Boschok serve on the Washington State Association of College Trustees (ACT) Legislative Advocacy Committee (LAC). November 13 & 14 Trustees will attend the Fall ACT Conference in Seattle. Vice Chair Boschok will attend the Association of Community College Trustees (ACCT) Leadership Congress in New Orleans in October.

PUBLIC COMMENT

Public comment was provided by Callae Frazier regarding classroom spaces and safety. Chair Navas requested United Faculty President, David Norberg, and Callae Frazier, have a conversation regarding concerns and ideas.

OTHER BUSINESS

A list of upcoming activity dates was provided and is attached under other business.

Chair Navas recognized and thanked Vice Chair Boschok for her work as Chair during 2024/25.

ADJOURNMENT

There being no further business, it was moved by Trustee Ramirez Robson, seconded by Vice Chair Boschok, that the Board of Trustees of College District No. 10 adjourn its meeting of September 18, 2025, at 6:48 p.m. Motion passes.

Sharonne Navas, Chair
GRC Board of Trustees

Suzanne McCudden
Secretary to the Board of Trustees

Fiscal Year 2024-2025 in Review

As we close out the fiscal year 2024-2025, I'd like to take a moment to reflect on our financial journey and share where we stand today, particularly in light of the fiscal challenges we faced during this past academic year of 2024-2025.

Initial Budget and Shortfall

The college entered FY 2024-2025 with a budget that anticipated utilizing \$14.2 million from our fund balance. However, as FY 2023-2024 closed, only \$7.6 million in unrestricted fund balance was available. Faced with this shortfall, the college swiftly implemented a series of strategic measures, including:

- A strategic hiring freeze and reduction of non-essential spending, resulting in \$3.3 million in savings.
- Partial use of unrestricted fund balance.
- Temporary suspension of financial reserve contributions, generating \$4 million in additional savings.

Compounding our internal challenges were several external uncertainties; overall enrollment, potential federal funding cuts, international student visa delays, and reductions to the CTC system's allocation from the legislature, all of which had the potential to significantly affect college revenues.

Strategic Response and Coordination

Our financial strategy this past year emphasized a balance between expense reduction and revenue growth. Across Winter and Spring, we maintained close oversight of both expenses and enrollments, particularly within key student populations such as State-funded students, Running Start, Open Doors, and International Programs.

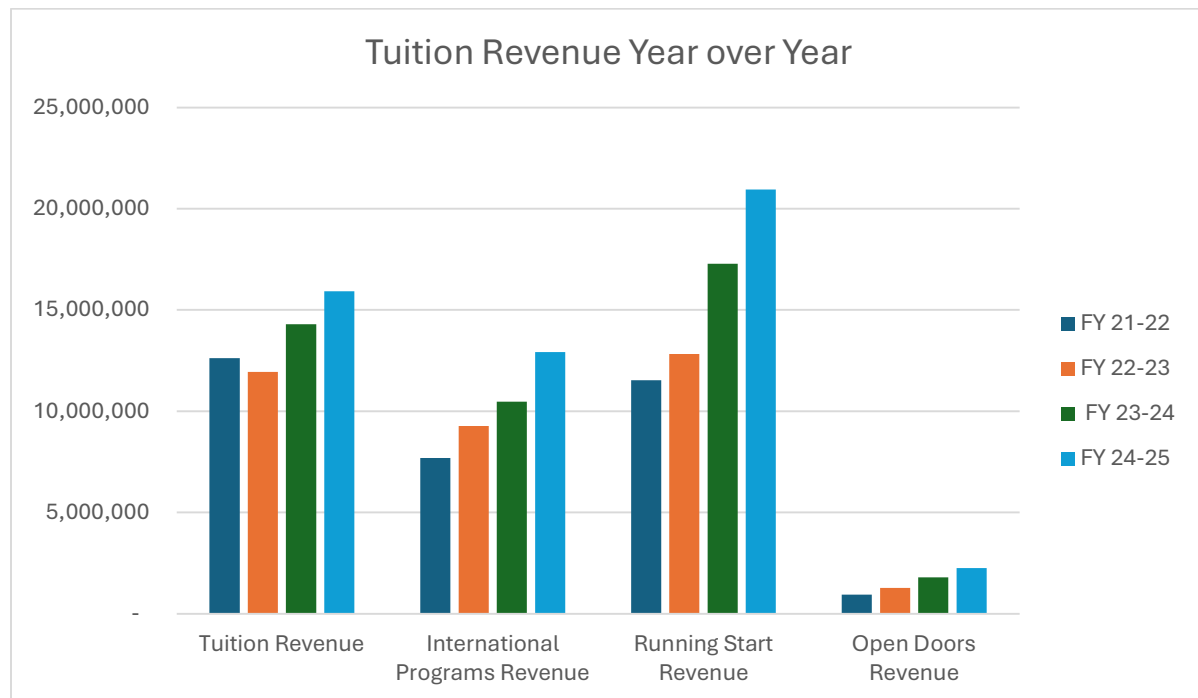
Thanks to coordinated, college-wide efforts and strong enrollment growth, especially in State and Running Start students, we exceeded our strategic financial goals and ended the year in a far stronger position than anticipated.

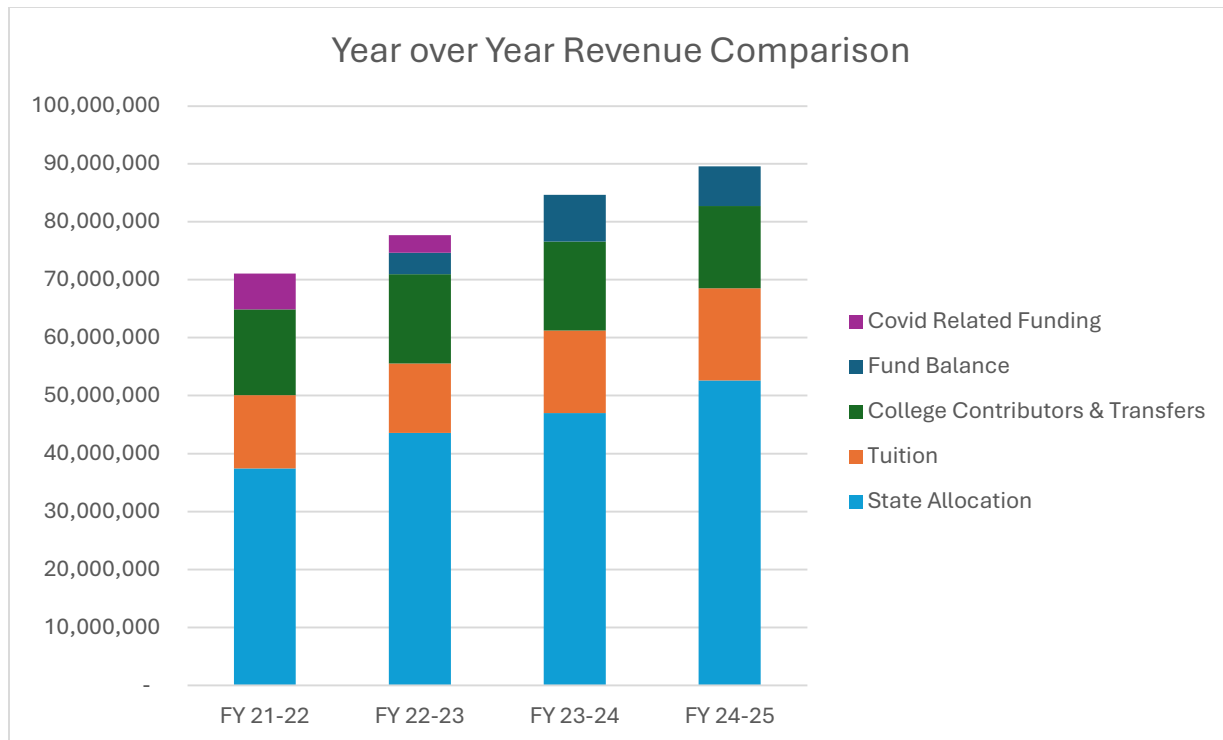
In addition, over the summer, key workgroups advanced major initiatives: the Operational Efficiency & Resource Optimization Workgroup created a cost-benefit analysis framework for project and purchase proposals with tools for tracking, evaluating, and reporting that will be piloted this quarter; the Strategic Planning & Alignment Team reviewed the GRC Strategic Plan, and ensured alignment with financial resources, and generated over 40 innovative ideas through a brainstorming workshop; and the Budget Transparency & Accountability Workgroup completed auditor selection to

independently review financial practices, assess communication, and improve transparency and confidence in the College's financial operations. Lastly, the Leadership and Culture Workgroup is collaborating with the Business Office to build an easy-to-understand financial progress report that can be shared with the campus. This summer's collaborative work has positioned us well for the year ahead.

Revenue Overview

During Winter and Spring quarters we closely monitored enrollment and the financial impacts it had to our savings plan. Strong enrollments in student revenue led to a healthier revenue projection than originally anticipated. The graph below shows the strong revenue growth Green River has seen over the last 4 years. Continued enrollment gains, particularly in State, Running Start, International Programs, and Open Doors will be critical to supporting our operating budget and we will continue to take a conservative approach to anticipated enrollment growth. For example, FY 2025-2026 we anticipated a 2% growth for State FTE's and a 4% growth for Running Start. The Fall enrollments have exceeded our conservative estimates. We believe a cautious planning approach is prudent, ensuring financial stability while allowing us to adapt as needed.





Expense Management

This past year, the college successfully reduced salary and benefit expenditures by approximately 5%, translating to \$4 million in savings. This is significant given that salaries and benefits represent 82% of our operating budget.

In addition, we realized a 21% reduction in discretionary spending. Overall, total expenses were reduced by 8% of the operating budget, a reflection of our commitment to fiscal discipline and sustainability.

Lastly, with the uncertainty of federal cuts and government shutdown, the college set aside \$1 million dollars for a federal contingency budget line. This federal funding contingency is addressing the cancelation of the AANAPISI and TRIO – classic grants. The college is able to continue to support these student populations while a long-term plan is developed.

Looking Forward: FY 2025-2026 and Beyond

In Winter 2025, we launched a multi-year savings initiative to reduce our reliance on fund balance by \$14 million over three years (the 5-5-5 Plan) which called for a 5% budget reduction in each of the next three years.

Thanks to increased revenue and mindful spending, we successfully met the first-year goal of a 5% reduction for FY 2025-2026. Current projections show this target will be lower in

the coming years, no more than 2% for the upcoming budget FY 2026-2027. We will continue to evaluate different scenarios and what might be the most strategic in the context of external variables. Our intent is to be fluid and proactive while decreasing our reliance on fund balance.

We remain committed to taking a conservative yet proactive approach, continuously monitoring financial variables and adjusting as necessary. Above all, our top priority is to support the college's mission and protect our workforce and maintain employment stability for staff and faculty.

In conclusion, the college ended the FY 2024-2025 in a healthier position than anticipated. As stated above, we started FY 2024-2025 with approximately \$7.6 million in unrestricted fund balance. Due to increased enrollment, which created higher than anticipated revenue from State, Running Start, and Open Doors, the college was able to offset the deficit of expense to revenue for FY 2024-2025 (approximately \$6.8 million), put aside \$1 million for federal shutdown contingency, absorb a reduction in our state allocation mandated by the legislature, and keep our staff and faculty employed and ended the year with \$7.8 million in unrestricted fund balance. We are on the correct path to balance our budget, get off reliance of fund balance, and build our savings back.

Thank you to everyone who contributed to this remarkable turnaround. The collaboration, flexibility, and commitment shown across the college community have put us on a path toward long-term financial health.

Green River College

2024-2025
Fourth Quarter
For the Year Ending June 30, 2025

Green River College

Operating Revenue: Budget vs Actual

For the Year Ending June 30, 2025

		Q-4	Q-4	Q-4	Q-4	Q-4	Q-4
		FY 23-24	FY 23-24	FY 23-24	FY 24-25	FY 24-25	FY 24-25
		Adjusted	Revenue	Act/Bud	Adjusted	Revenue	Act/Bud
		Budget	Actual	%	Budget	Actual	%
Operating Revenue							
	State Allocation	47,239,760	46,971,937	99%	52,615,022	52,614,976	100%
	Tuition	14,724,600	14,289,870	97%	15,560,137	15,919,680	102%
	College Contributors & Transfers	15,845,678	15,317,550	97%	15,271,572	14,195,560	93%
	Fund Balance	14,235,551	8,047,889	57%	14,221,755	6,854,111	48%
Total Operating Revenue		92,045,589	84,627,246	92%	97,668,486	89,584,327	92%
College Contributors Total Revenue							
	International Programs Revenue	8,644,000	10,463,222	121%	10,487,700	12,912,413	123%
	Running Start Revenue	13,493,578	17,284,302	128%	16,307,435	20,944,464	128%
	Open Doors Revenue	1,343,861	1,785,723	133%	1,531,832	2,253,949	147%
Total College Contributors		23,481,439	29,533,247	126%	28,326,967	36,110,826	127%

Green River College
Operating Expenditure: Budget vs Actual
For the Year Ending June 30, 2025

	FY 23-24 Adjusted Budget	FY 23-24 Rev & Exp Actual	FY 23-24 Act/Bud %	FY 24-25 Adjusted Budget	FY 24-25 Rev & Exp Actual	FY 24-25 Act/Bud %
Operating Revenue						
State Allocation	47,239,760	46,971,937	99%	52,615,022	52,614,976	100%
Tuition	14,724,600	14,289,870	97%	15,560,137	15,919,680	102%
College Contributors & Transfers	15,845,678	15,317,550	97%	15,271,572	14,195,560	93%
Fund Balance	14,235,551	8,047,889	57%	14,221,755	6,854,111	48%
Total Operating Revenue	92,045,589	84,627,246	92%	97,668,486	89,584,327	92%
Operating Expense						
Exempt/Administrators	12,178,545	11,290,551	93%	13,632,407	12,979,691	95%
Classified	11,463,297	9,656,814	84%	11,708,090	9,741,420	83%
Full Time Faculty & 1yr Temp	17,010,757	15,646,710	92%	18,851,946	16,994,068	90%
Adjunct Faculty	10,594,078	12,293,826	116%	10,358,514	14,669,604	142%
Hourly/Stipend	4,215,779	2,989,780	71%	4,409,404	2,873,802	65%
Student	33,909	3,716	11%	83,468	95,440	114%
Other Salaries	32,529	2,796	9%	32,529	8,723	27%
Benefits	19,551,298	16,423,768	84%	20,562,829	17,992,483	88%
Personal Services	119,771	214,757	179%	132,476	143,906	109%
Goods & Services	10,469,448	9,217,487	88%	11,108,676	8,705,100	78%
Travel	301,972	355,792	118%	328,451	224,982	68%
Equipment	1,249,869	1,704,973	136%	1,550,749	1,241,987	80%
Client Services	2,085,556	2,087,497	100%	1,996,321	1,000,495	50%
Debt Service	1,736,948	1,736,948	100%	1,738,652	1,738,652	100%
SBCTC Revolving Funds	1,001,831	1,001,831	100%	1,173,974	1,173,974	100%
Total Operating Expenditure	92,045,589	84,627,246	92%	97,668,486	89,584,326	92%

Green River College
Operating Expenditure by Division: Budget vs Actual
For the Year Ending June 30, 2025

		FY 24-25 Adjusted Budget	FY 24-25 Rev & Exp Actual	FY 24-25 Act/Bud %
Operating Expense by Division				
Instruction				
	Business & Trades	5,649,398	6,086,637	108%
	Branch Campus & Continuing Ed	1,325,482	1,106,602	83%
	English, Humanities, & Tutoring Center	7,413,891	8,386,632	113%
	Fine Arts & Social Science	5,606,196	6,109,215	109%
	Technology, Health Science, Nursing, Education	10,698,835	12,477,674	117%
	Library, Curriculum, & Media Services	1,659,484	1,625,966	98%
	Science & Math	7,559,738	8,196,388	108%
	Transitional Studies & Wellness	4,031,586	5,256,748	130%
	Worker Retraining	1,351,980	702,589	52%
	Instruction Support	8,015,605	4,920,312	61%
	Subtotal Instruction	\$ 53,312,195	\$ 54,868,764	103%
Student Affairs				
	Campus Life	1,133,004	962,765	85%
	Enrollment Services	4,812,109	4,283,687	89%
	Student Affairs Support	2,698,424	2,086,486	77%
	Subtotal Student Affairs	\$ 8,643,536	\$ 7,332,938	85%
Institutional Support Services				
	Administration Support (VP BA, Budget Contingency +)	3,156,800	675,449	21%
	Institutional Support (President Office, BOT, EOC)	1,754,596	1,267,564	72%
	Human Resources	1,986,494	1,824,554	92%
	Business Services (Fiscal Services, Payroll, Purchasing, Receiving)	3,386,812	3,092,296	91%
	Information Technology	6,968,304	4,483,796	64%
	Facilities	5,350,093	4,441,224	83%
	Debt Service	1,738,652	1,738,652	100%
	Utilities	3,777,739	3,028,716	80%
	Guided Pathways	1,503,305	1,232,436	82%
	Safety & Transportation	1,002,445	941,005	94%
	College Relations & Development	2,722,195	2,376,641	87%
	Institutional Effectiveness	703,233	696,857	99%
	Office Equity, Diversity, & Inclusion	488,115	409,461	84%
	Revolving Fund	1,173,974	1,173,974	100%
	Subtotal Executive	\$ 35,712,755	\$ 27,382,625	77%
Total Operating Expenditure by Division		\$ 97,668,487	\$ 89,584,326	92%

Green River College
Budget Revisions
For the Year Ending June 30, 2025

Budget Revision Summary

	Allocation Permanent	Additional Funding	Total
Board Approved Operating Budget	93,966,644	-	93,966,644
Q1 - Revisions	249,933	-	249,933
Q2 - Revisions	62,000	-	62,000
Q3 - Revisions	1,936,771	-	1,936,771
Q4 - Revisions	1,453,139	-	1,453,139
Total Board Approved Operating Budget	97,668,487	-	97,668,487

Budget Revision Detail - Operating Funds

	Q1	Q2	Q3	Q4
Budget Revisions				
General Allocation Change*	60,167		1,059,345	
Opioid Prevention	12,118			
Student Emergency Assistance	172,000			
Goldstar	5,648		8,364	
Center of Excellence		(2,000)	24,000	
Nurse Education Enrollments		64,000	602,000	
BS in Computer Science			51,426	
Opportunity Grant			27,136	
Climate Curriculum Development			19,000	
Worker Retraining			35,000	
Workforce Development			11,500	
Cybersecurity			99,000	
College Affordability				6,868
Revolving				1,173,974
General Allocation				272,297
Total Budget Revisions	249,933	62,000	1,936,771	1,453,139

*Adjustments from Q2 report

Green River College
Capital Funds: Budget vs Actual
For the Year Ending June 30, 2025

	2023-2025 Authority to Spend	Annual 2023-2024 Actual Exp	Q4 2024-2025 Actual Exp	2023-2025 Authorized Remaining
Local Capital				
AD Remodel	171,396	16,160	-	155,236
VP EDI Office Suite	124,878	2,403	-	122,475
Gym Waterline Mitigation	1,500,000	-	226,461	1,273,539
EV Charging Trades	473,805	-	158,127	315,678
Center for Learning & Innovation	3,106,113	3,099,707	-	6,406
Total Local Capital	5,376,192	3,118,270	384,587	1,873,335
State Appropriation				
Preservation (URF) FY 23-25	931,000	401,739	529,261	-
Facility	3,731,781	1,887,514	1,445,237	399,030
Climate Commitment Capital Project	307,000	-	107,178	199,822
Minor to Operating	807,000	403,500	403,500	-
Total State Appropriation	5,776,781	2,692,753	2,485,176	598,852
Total Capital	11,152,973	5,811,023	2,869,763	2,472,187

Green River College
Self Support and Auxiliary: Revenue vs Expenditure
For the Year Ending June 30, 2025

	FY 24-25 Beginning Balance	FY 24-25 Revenue Actual	FY 24-25 Expense Actual	FY 24-25 Operating Obligations	FY 24-25 Ending Balance
Self Support					
Instructional Fees (Co-Op)	3,113,978	2,572,187	2,276,111		3,410,055
Continuing Education/Branch Campus	219,644	701,109	802,974		117,780
Distance Education	561,343	805,809	891,789		475,363
Special Services Fee	12,303	146,917	151,571		7,649
Application/Grad/Assessment Fee	(240,327)	256,566	522,054		(505,815)
Study Abroad	127,607	375,956	231,224		272,339
Misc. Self Support	1,941,352	492,773	764,188		1,669,938
Total Self Support	5,735,901	5,351,317	5,639,909		5,447,310
Auxiliary					
Technology Services	926,275	-	15,687		910,588
Printing & Photo Copy Services	360,239	130,461	189,725		300,974
Motor Pool	236,084	197,073	97,389		335,767
Bookstore	1,768,483	1,722,240	1,962,879		1,527,844
Parking & Transportation	(292,249)	1,206,874	1,227,821		(313,196)
Conference Services	(853,887)	806,906	1,223,714		(1,270,695)
Total Auxiliary	2,144,945	4,063,553	4,717,216		1,491,282
Other					
Technology Fee	356,016	1,179,493	1,276,208		259,300
Student Services & Activities Fee	9,774,954	1,967,458	1,613,468		10,128,945
International Programs	(3,729,023)	12,912,413	11,449,115	2,228,127	(4,493,853)
Running Start	9,157,759	20,944,399	1,448,366	19,191,617	9,462,176
Open Doors	2,215,600	2,253,949	1,139,354	464,809	2,865,387
Total Other	17,775,306	39,257,712	2,889,676	21,884,553	10,388,245

* Additional columns added - operating obligation reliance on fund balance

Green River College
Designated Funds
For the Year Ending June 30, 2025

		Ending Balance June 30, 2024	Activity & Commitments	Beginning Balance July 1, 2024
Reserve	Board Reserve	9,047,291	-	9,047,291
	International Programs Reserve	4,632,551	-	4,632,551
	Running Start Reserve	6,412,800	-	6,412,800
		20,092,642		20,092,642
		Ending Balance June 30, 2024	Activity & Commitments	Q4 June 30, 2025
Dedicated Funds	Building & Capital Asset Fund	3,093,445	-	3,093,445
	FY 24 Local Capital Improvements		(1,182,450)	(1,182,450)
	FY 25 Local Capital Improvements		(856,334)	(856,334)
	Gym Waterline Mitigation		(226,461)	(226,461)
	10% Contribution		-	-
	5% to IT		-	-
	Total Building & Capital Asset Fund		(2,265,245)	828,200
	CTC Link Implementation	383,240		383,240
	Project Expense		50,685	50,685
	Total CTC Link Implementation	-	50,685	433,924
	IT Infrastructure	1,205,313		1,205,313
	5% Building Asset Fund to IT		-	-
	IT Network Expense		93,378	93,378
	Total IT Infrastructure	-	93,378	1,298,691

* Areas highlighted green indicate reserve obligation, approved to suspend FY 25



Report Title: Student Conduct Code & WAC Updates

Department: Student Affairs, Judicial Affairs and Compliance

Prepared By: Shawn Percell, Director of Judicial Affairs and Compliance

Prepared By: David Larsen, Dean of Completion and Enrollment

Date of Board Meeting: (10/16/2025)

Executive Summary

This report requests Board approval of permanent revisions to the Green River College Student Conduct Code (Chapter 132J-126 WAC). Updates align definitions and procedures with federal Title IX standards, address academic integrity in the era of AI, and ensure clearer, fairer, and more accessible conduct processes. Adoption strengthens student equity, engagement, and success

Details

Key Projects or Actions

Green River College initiated permanent rulemaking for the Student Conduct Code in response to the Department of Education's 2024 Title IX regulations and subsequent federal court decisions. The revised code modernizes terminology, clarifies procedures, introduces new sections (e.g., service of notices, amnesty, interim measures, conduct holds), and repeals/combines outdated provisions.

Permanent Rulemaking Process Timeline:

- Filed Form CR-101 (July 25, 2024)
 - Preproposal Statement of Inquiry
- Filed Form CR-102 (October 23, 2024)
 - Public Notice Hearing Held December 3, 2024
- Filed 2nd Form CR-102 (March 15, 2025)
 - Public Notice Hearing Held June 25, 2025
- File Form CR103P (October 17, 2025)
 - Rule-Making Order (Permanent Rule Only)
 - If Approved, Permanent rules become effective on November 18, 2025

Revisions Overview:

- Structural alignment with AGO's Model Code
 - Repealed Sections: 4
 - 132J-126-060 Right to sale of personal property
 - 132J-126-170 Brief adjudicative proceedings – Review of an initial decision
 - 132J-126-280 Brief adjudicative proceedings authorized
 - 132J-126-290 Brief adjudicative proceedings—Agency record
 - Combined Sections: 1
 - Combined 132J-126-170, -280, and –290 (listed above) into a 132J-126-160 Brief adjudicative proceedings (BAP)
 - Revised Sections: 22
 - Supplemental Title IX (2020) Revised Sections: 8
 - New Sections: 4
 - 132J-126-035 Service of Notices, filings, orders, and time limits
 - 132J-126-110 Amnesty
 - 132J-126-115 Interim measures
 - 132J-126-135 Conduct hold on student records

Results & Successes

- Aligns with the Attorney General's Model Code for Washington colleges.
- Expands remedies and supportive measures beyond Title IX cases, ensuring broader protections.
- Incorporates AI into plagiarism definitions, addressing emerging academic integrity challenges
- Improves clarity of hearings and filings through electronic service provisions.

Challenges & Solutions

- Regulatory uncertainty (e.g., Tennessee v. Cardone vacating 2024 Title IX regulations) delayed adoption.
- To resolve this, AAG's office provided updated Title IX (2020 Regs) model rules for federal compliance.

Equity & Accessibility

- New definitions and procedures (e.g., amnesty for reporting, clearer complainant rights, remote filing and service) reduce barriers to participation.

- Emphasis on educational, fair processes supports belonging and equitable treatment

Goals for the Future

- Successfully adopt permanent rules (effective November 18, 2025, if approved).
- Train faculty and staff on new definitions and procedures.
- Continue monitoring federal Title IX developments to ensure compliance.
- Expand communication with students to promote awareness of their rights and responsibilities

Financial Impact

No significant financial impact.

Motion Requested

Motion to approve adoption of the permanent Rules of Student Conduct (Chapter 132J-126 WAC), with effective date of November 18, 2025

Acronyms Used

- BOT – Board of Trustees
 - DOE / ED – U.S. Department of Education
 - WAC – Washington Administrative Code
 - Title IX – Title IX of the Education Amendments of 1972
-

Other Information or Questions

- Implementation requires training sessions for conduct officers, faculty, and staff to ensure smooth transition.
-

AMENDATORY SECTION (Amending WSR 15-15-071, filed 7/13/15, effective 8/13/15)

WAC 132J-126-010 Purpose. (1) Green River College, an agency of the state of Washington, provides a variety of educational opportunities for students; namely the opportunities to examine the academic, vocational, technical, cultural, social, and recreational aspects of society. Green River College as an institution of society must maintain conditions conducive to the effective performance of its functions. Consequently, Green River College has special expectations regarding the conduct of students. Student conduct that detracts from, or interferes with, the accomplishment of college purposes is not acceptable.

(2) The student is a member of the community at large, and as such has the rights and responsibilities of any citizen. In addition, admission to Green River College carries with it the presumption that students will conduct themselves as responsible members of the college community. This includes an expectation that students will obey the law, will comply with rules and regulations of the college, will maintain a high standard of integrity and honesty, and will respect the rights, privileges, and property of other members of the college community.

(3) The following rules regarding the conduct of students are adopted in order to provide students a full understanding of the rules that will enable the college to maintain conditions conducive to the effective performance of the college's functions. Sanctions for violations of the rules of student conduct will be administered by the college in the manner provided by said rules. When violation(s) of laws of the state of Washington and/or the United States are also involved, the college may refer such matters to the appropriate authorities. In cases of minors, this conduct may also be referred to parents or legal guardians.

(4) The office of judicial ((~~programs~~)) affairs, under the leadership of the vice president of student affairs, maintains and administers the student conduct code ((~~of conduct~~)) for Green River College. The office of judicial ((~~programs~~)) affairs and Green River College strive to engage our students to become civic minded citizens who positively contribute to society and achieve their educational goals. The office of judicial ((~~programs~~)) affairs seeks to educate students as to their rights, responsibilities, and expectations as members of Green River College while providing a fair and educational process through which alleged violations of the conduct code ((~~of conduct~~)) are adjudicated.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-020 Statement of jurisdiction. (1) The student conduct code shall apply to ((~~student~~)) conduct by students or student groups that occurs:

(a) On college premises((~~, to conduct that occurs~~));

(b) At or in connection with college ((~~sponsored~~)) programs or activities((~~,~~)) or ((~~to off-campus conduct that,~~))

(c) Off-campus premises if in the judgment of the college, ((adversely affects)) the conduct has an adverse impact on the college community ((or)), the pursuit of its objectives, or the ability of a student or staff to participate in the college's programs and activities.

(2) Jurisdiction extends to locations in which students are engaged in college programs or activities including, but ((is)) not limited to, ((locations in which students are engaged in official college activities including, but not limited to,)) college-sponsored housing, foreign or domestic travel, activities funded by the ((associated)) students, student government, student clubs or organizations, athletic events, training internships, cooperative and distance education, online education, practicums, supervised work experiences, or any other college-sanctioned social or club activities.

(3) The college has sole discretion, on a case-by-case basis, to determine whether the student conduct code will be applied to conduct by students or student groups that occurs off-campus.

(4) Students are responsible for their conduct from the time of application for admission through the ((actual receipt of a degree)) last day of enrollment or award of any degree or certificate, even though conduct may occur before classes begin or after classes end, as well as during the academic year and during periods between terms of actual enrollment.

(5) These standards shall apply to a student's conduct even if the student withdraws from college while a disciplinary matter is pending. Inappropriate conduct by students who have completed classes and are awaiting graduation ceremony are covered by this student conduct code.

(6) In addition to initiating disciplinary proceedings for violation of the student conduct code, the college may refer any violations of federal, state, or local laws to civil and criminal authorities for disposition. The college shall proceed with student disciplinary proceedings regardless of whether the underlying conduct is subject to civil or criminal prosecution.

AMENDATORY SECTION (Amending WSR 23-06-050, filed 2/27/23, effective 3/30/23)

WAC 132J-126-030 Definitions. The following definitions shall apply for the purpose of this student conduct code:

"Assembly" is any overt activity engaged in by two or more persons, the object of which is to gain publicity, advocate a view, petition for a cause or disseminate information to any person, persons, or groups of persons.

"Business day" means a weekday, excluding weekends and college holidays.

~~(("Cheating" is defined as intentional deception in producing or creating academic work. Cheating includes, but is not limited to:~~

~~(a) Intentional plagiarism;~~

~~(b) Selling or giving your own completed work to others who intend to turn it in as their own;~~

~~(c) Purchasing or accepting the work of others with the intent of turning it in as your own;~~

~~(d) Acquiring and/or using teachers' editions of textbooks, without the permission of the specific instructor, in order to complete your course assignments;~~

~~(e) Obtaining or attempting to obtain an examination prior to its administration;~~

~~(f) Referring to devices, materials or sources not authorized by the instructor;~~

~~(g) Receiving assistance from another person when not authorized by the instructor;~~

~~(h) Providing assistance to another person when not authorized by the instructor;~~

~~(i) Taking an examination for another person;~~

~~(j) Obtaining or attempting to obtain another person to take one's own examination;~~

~~(k) Falsifying laboratory results or copying another person's laboratory results; and~~

~~(l) Falsifying or attempting to falsify the record of one's grades or evaluation.))~~

"College" means Green River College.

"College facilities" includes all buildings, structures, grounds, office space, and parking lots.

"College groups" shall mean individuals or groups who are currently enrolled students or current employees of the college, or guests of the college who are sponsored by a recognized student organization, employee organization, or the administration of the college.

"College official" includes any person employed by the college, performing assigned administrative or professional responsibilities.

"College premises" shall include all campuses of the college, wherever located, and includes all land, buildings, facilities, vehicles, equipment, and other property owned, used, or controlled by the college.

"Complainant" ((means any person who submits a charge alleging that a student violated the student code. When a student believes that she/he has been a victim of another student's misconduct, the student who believes she/he has been a victim will have the same rights under this student code as are provided to the complainant, even if another member of the college community submitted the charge himself or herself)) is a student, employee, or another member of the college community who was participating or attempting to participate in college programs and activities at the time of the alleged violation, and who is directly affected by a claimed violation of this student conduct code. The complainant may be the reporting party, but not necessarily; witnesses or other third parties may file complaints alleging a violation of the student conduct code.

"Conduct review officer" is a college administrator designated by the president, the vice president of student affairs, or other designated college administrator ((designated by the president to be responsible for receiving and for reviewing or referring appeals of student disciplinary actions in accordance with the procedures of this code. The president is authorized to reassign any and all of the conduct review officer's duties or responsibilities as set forth in this chapter as may be reasonably necessary)) who is responsible for reviewing or referring appeals of student disciplinary actions as specified in this code.

"Disciplinary action" is the process by which the student conduct officer imposes discipline against a student for a violation of the student conduct code.

"Disciplinary appeal" is the process by which an aggrieved ((student)) party can appeal the discipline imposed or recommended by the student conduct officer. Disciplinary appeals from a suspension in excess of 10 instructional days or a dismissal are heard by the student conduct ((~~appeals board~~)) committee. Appeals of all other appealable disciplinary action shall be reviewed by a conduct review officer through brief adjudicative proceedings.

"Expressive activity" includes, but is not necessarily limited to, informational picketing, petition circulation, the distribution of informational leaflets or pamphlets, speech making, demonstrations, rallies, appearances of speakers in outdoor areas, protests, meetings to display group feelings or sentiments and/or other types of assemblies to share information, perspectives or viewpoints.

"Fabrication" is defined as intentional misrepresentation of an activity done by a student for an academic project or practicum. Fabrication includes, but is not limited to:

(a) Counterfeiting data, research results, information, or procedures with inadequate foundation in fact;

(b) Counterfeiting a record of internship or practicum experiences;

(c) Submitting a false excuse for absence or tardiness; ((and))

(d) Unauthorized multiple submission of the same work; sabotage of others' work; or

(e) Creating or using falsified records with any administrative office.

~~(("Faculty member" means any person hired by the college to conduct classroom, counseling, or teaching activities or who is otherwise considered by the college to be a member of its faculty.))~~

"Filing" is the process by which a document is officially delivered to a college official responsible for facilitating a disciplinary review. Unless otherwise provided, filing shall be accomplished by:

(a) Hand delivery of the document to the specified college official or college official's assistant; or

(b) By sending the document by email and first class mail to the specified college official's office and college email address.

Papers required to be filed shall be deemed filed upon actual receipt during office hours at the office of the specified college official.

"Instructional day" refers to the period during which students are actively engaged in learning activities under the guidance of a teacher.

"May" is used in the permissive sense.

"Member of the college community" includes any person who is a student, faculty member, college official or any other person employed by the college. A person's status in a particular situation shall be determined by the vice president of student affairs or designee.

"Noncollege groups" shall mean individuals, or combinations of individuals, who are not currently enrolled students or current employees of the college and who are not officially affiliated or associated with, or invited guests of a recognized student organization, recognized employee group, or the administration of the college.

"Organization" means number of persons who have complied with the formal requirements for college recognition/registration.

"Plagiarism" is defined as using others' original ideas or artificial intelligence (AI) in your written ((or)), spoken, visual, or auditory work without giving proper credit.

(a) Ideas include, but are not limited to:

- (i) Facts;
- (ii) Opinions;
- (iii) Images;
- (iv) Statistics;
- (v) Equations;
- (vi) Hypotheses;
- (vii) Theories.

(b) Plagiarism can occur in two ways: Intentional and unintentional.

(c) Ways that intentional plagiarism occur include, but are not limited to:

- (i) Turning in someone else's work as your own;
- (ii) Copying words or ideas from someone else without giving credit;
- (iii) Failing to put a quotation in quotation marks;
- (iv) Giving incorrect information about the source of a quotation;
- (v) Changing words but copying the sentence structure of a source without giving credit;
- (vi) Copying so many words or ideas from a source that it makes up the majority of your work, whether you give credit or not.

(d) Unintentional plagiarism may occur when a student has tried in good faith to document their academic work but fails to do so accurately and/or thoroughly. Unintentional plagiarism may also occur when a student has not had course work covering plagiarism and documentation and is therefore unprepared for college academic writing or speaking.

"Policy" means the written regulations of the college as found in, but not limited to, the student conduct code, the college web page and computer use policy, and catalogs.

"Preponderance of the evidence" is the standard of proof used for decisions in the disciplinary and appeal processes.

"President" is the president of the college. The president is authorized to:

- (a) Delegate any of their responsibilities as set forth in this chapter as may be reasonably necessary; and
- (b) Reassign any and all duties and responsibilities as set forth in this chapter as may be reasonably necessary.

"Process advisor" is a person selected by a respondent or a complainant to provide support and guidance during disciplinary proceedings under this student conduct code. A process advisor must consent to participating in this role.

"Program" or **"programs and activities"** means all operations of the college.

"Relevant" means related to the allegations of Title IX sexual harassment under investigation. Questions are relevant when they seek evidence that may aid in showing whether the alleged sexual harassment occurred, and evidence is relevant when it may aid a decision maker in determining whether the alleged sexual harassment occurred.

"Remedies" means measures provided to a complainant or other person whose equal access to the college's educational programs and activities has been limited or denied. These measures are intended to restore or preserve that person's access to educational programs and activities after a determination that a violation of conduct has occurred.

"Respondent" is the student ((against whom disciplinary action is initiated)) who is alleged to have violated the student conduct code.

"Service" is the process by which a document is officially delivered to a party. Unless otherwise provided, service upon a party shall be accomplished by:

- (a) Hand delivery of the document to the party; or
- (b) By sending the document by email and by certified mail or first class mail to the party's last known address.

Service is deemed complete upon hand delivery of the document or upon the date the document is emailed and deposited in the mail.

"Shall" is used in the imperative sense.

"Student" includes all persons taking courses at or through the college, whether on a full-time or part-time basis, and whether such courses are credit courses, noncredit courses, online courses, or otherwise. Persons who withdraw after allegedly violating the code, who are not officially enrolled for a particular term but who have a continuing relationship with the college, or who have been notified of their acceptance for admission are considered students.

"Student conduct officer" is a college administrator designated by the president or vice president of student affairs to be responsible for implementing and enforcing the student conduct code. The president or vice president of student affairs is authorized to reassign any and all of the student conduct officer's duties or responsibilities as set forth in this chapter as may be reasonably necessary.

"Student employee" means an individual who is both a student and an employee of the college. When a complainant or respondent is a student employee, the college must make a fact-specific inquiry to determine whether the individual's primary relationship with the college is to receive an education and whether any alleged student conduct code violation including, but not limited to, sexual harassment, occurred while the individual was performing employment-related work.

"Student group" for purposes of this code, is a student organization, athletic team, or living group including, but not limited to, student clubs and organizations, members of a class or student cohort, student performance groups, and student living groups ((within student housing)).

((~~"The president" is the president of the college. The president is authorized to delegate any and all of his or her responsibilities as set forth in this chapter as may be reasonably necessary.~~

~~"Vice president of student affairs" means the college administrator who reports to the college president, who serves as the college's student judicial affairs administrator, and who is responsible for administering the student rights and responsibilities code. The vice president of student affairs may designate a student conduct officer to fulfill this responsibility.))~~

"Supportive measures" means reasonably available, individualized and appropriate, nonpunitive and nondisciplinary measures offered by the college to the complainant or respondent without unreasonably burdening either party, and without fee or charge for purposes of:

(a) Restoring or preserving a party's access to the college's educational program or activity, including measures that are designed to protect the safety of the parties or the college's educational environment; or providing support during the college's investigation and disciplinary procedures, or during any informal resolution process; or

(b) Supportive measures may include, but are not limited to: Counseling; extensions of deadlines and other course-related adjustments; campus escort services; increased security and monitoring of certain areas of campus; restriction on contact applied to one or more parties; a leave of absence; change in class, work, housing, or extra-

curricular or any other activity, regardless of whether there is or is not a comparable alternative; and training and education programs related to sexual harassment.

"Title IX coordinator" is the administrator responsible for processing complaints of sexual harassment, overseeing investigations and informal resolution processes, and coordinating supportive measures, in accordance with college policy.

NEW SECTION

WAC 132J-126-035 Service of notices, filings, orders, and time limits. (1) Service of all college notices under this code will be sent by electronic mail (email) addressed to the party's college-issued email address. An alternative email address may be provided to the presiding officer(s) and reviewing officer(s) in writing. Service is complete at the moment the email is sent to the email address. If there is no email on record, service may also be accomplished by personal service or by posting it in the United States mail, properly addressed, and postage prepaid. Service by mail is complete upon deposit in the United States mail.

(2) The parties are permitted to file documents with the presiding officer or reviewing officer(s) via email or other electronic means as determined by the presiding officer or reviewing officer(s). Receipt of such documents will be determined by the date of the email. For documents that must be shared with other parties, the college will be responsible for service of such documents, as above.

(3) In computing any period of time under this conduct code, the day of service of any order, notice, or other document is not counted. The last day of the applicable period of time is counted. If the last day of the applicable period of time falls on a Saturday, Sunday, or official state holiday (which includes the day after Thanksgiving), the period ends on the next business day. When the period of time prescribed or allowed is less than seven days, intermediate Saturdays, Sundays, and holidays shall be excluded in the computation.

(4) The time limit for seeking administrative review of an initial order is based upon the date of service of the initial order.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-040 Student conduct code authority. (1) The Green River College board of trustees, acting pursuant to RCW 28B.50.140(14), delegates to the president of the college the authority to administer student disciplinary action. The president is authorized to delegate or reassign any and all duties and responsibilities as set forth in this chapter as may be reasonably necessary. Administration of the disciplinary procedures is the responsibility of the vice president of student affairs or their designee.

(2) Except in cases involving allegations of Title IX sexual harassment, the student conduct officer, or delegate, shall serve as the

principal investigator and administrator for alleged violations of this code.

(3) The vice president of student affairs or designee shall develop policies for the administration of the student conduct system and procedural rules for the conduct of student conduct hearings that are not inconsistent with provisions of the student conduct code.

((2)) (4) The vice president of student affairs or designee shall determine the composition of the student conduct committee in accordance with WAC 132J-126-180.

((3)) (5) Decisions made by a student conduct officer shall be final, pending the normal appeal process.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-050 Statement of student rights. As members of the academic community, students are encouraged to develop the capacity for critical judgment and to engage in an independent search for truth. Freedom to teach and freedom to learn are inseparable facets of academic freedom. The freedom to learn depends upon appropriate opportunities and conditions in the classroom, on the campus, and in the larger community. Students should exercise their freedom with responsibility. The responsibility to secure and to respect general conditions conducive to the freedom to learn is shared by all members of the college community.

The following enumerated rights are guaranteed to each student within the limitations of statutory law and college policy which are deemed necessary to achieve the educational goals of the college:

(1) (~~Academic freedom.~~) **Academic freedom.**

(a) Students are guaranteed the rights of free inquiry, expression, and assembly upon and within college facilities that are generally open and available to the public.

(b) Students are free to pursue appropriate educational objectives from among the college's curricula, programs, and services, subject to the limitations of RCW 28B.50.090 (3)(b).

(c) Students shall be protected from academic evaluation which is arbitrary, prejudiced, or capricious, but are responsible for meeting the standards of academic performance established by each of their instructors.

(d) Students have the right to a learning environment which is free from unlawful discrimination, inappropriate and disrespectful conduct, and any and all harassment, including sexual harassment.

(2) (~~Due process.~~) **Due process.**

(a) The rights of students to be secure in their persons, quarters, papers, and effects against unreasonable searches and seizures is guaranteed.

(b) No disciplinary sanction may be imposed on any student without notice to the accused of the nature of the charges.

(c) A student accused of violating this (~~code of~~) student conduct code is entitled, upon request, to procedural due process as set forth in this chapter.

AMENDATORY SECTION (Amending WSR 15-15-071, filed 7/13/15, effective 8/13/15)

WAC 132J-126-070 Denial of access to Green River College. (1)

The vice president of student affairs may deny admission to a prospective student, or continued attendance to an enrolled student, if it reasonably appears that the student would not be competent to profit from the curriculum offerings of the college, or would, by the student's presence or conduct, create a disruptive atmosphere within the college or a substantial risk of actual harm to self or other members of the campus community.

(2) Denial of access decisions may be appealed, as or like disciplinary actions, to the student conduct committee.

(3) Notice. Any prospective student or enrolled student who has been denied admission shall be served with oral or written notice of the denied admission. If oral notice is given, a written notification shall be served to the denied prospective student or enrolled student within five business days of the oral notice.

(4) The written notification shall be entitled "Notice of Admission Denial" and shall include:

(a) The reason(s) for denying admission; and

(b) Appeal rights with an explanation of the consequences of failing to file a timely appeal.

AMENDATORY SECTION (Amending WSR 23-06-050, filed 2/27/23, effective 3/30/23)

WAC 132J-126-090 ~~Conduct—Student responsibilities and prohibited student conduct.~~ ((Any student or student group shall be subject to disciplinary action as provided for in this chapter, who either as a principal actor, aide, abettor, or accomplice as defined in RCW 9A.08.020:

~~Materially and substantially interferes with the personal rights or privileges of others or the educational process of the college;~~

~~Violates any provision of this chapter; or~~

~~Commits any prohibited act including, but not limited to, the following:~~

~~(1) **Academic dishonesty.** Any act of academic dishonesty including, but not limited to, cheating, plagiarism, and fabrication. In academically honest writing or speaking, the student documents his/her source of information whenever:~~

~~Another person's exact words are quoted;~~

~~Another person's idea, opinion or theory is used through paraphrase; and~~

~~Facts, statistics, or other illustrative materials are borrowed.~~

~~In order to complete academically honest work, students should:~~

~~Acknowledge all sources according to the method of citation preferred by the instructor;~~

~~Write as much as possible from one's own understanding of the materials and in one's own voice;~~

~~Ask an authority on the subject, such as the instructor who assigned the work; and~~

Seek help from academic student services such as the library and/or writing center.

~~(2) **Tobacco, electronic cigarettes, and related products.** The use of tobacco, electronic cigarettes, and related products are not allowed on college campus. In addition to the main campus, this also includes any building and premises owned, leased or operated by the college outside of the main campus. "Related products" include, but are not limited to, cigarettes, pipes, bidi, clove cigarettes, waterpipes, hookahs, chewing tobacco, and snuff.~~

~~(3) **Alcohol.** The use, possession, delivery, sale, or being visibly under the influence of any alcoholic beverage, except as permitted by law and applicable college policies.~~

~~(4) **Drugs/substance abuse.**~~

~~(a) Any student who, while in any college facility or participating in a college-related program, uses, possesses, consumes, is demonstrably under the influence of, or sells any narcotic drug or controlled substance as defined in RCW 69.50.101, in violation of law or in a manner which significantly disrupts a college activity. For purposes of this section, "sell" includes the statutory meaning in RCW 69.50.410.~~

~~(b) **Marijuana.** The use, possession, delivery, sale, or being visibly under the influence of marijuana or the psychoactive compounds found in marijuana and intended for human consumption, regardless of form, is prohibited. While state law permits the recreational use of marijuana, federal law prohibits such use on college premises or in connection with college activities.~~

~~(5) **Conduct at college functions.** Any student who significantly disrupts or obstructs any teaching, research, administration, disciplinary proceedings, other college activities, including its public service functions on or off campus, or of other authorized noncollege activities when the conduct occurs on college premises.~~

~~(6) **Theft; stolen property; robbery.** Any student who, while in any college facility or participating in a college-related program, commits or attempts to commit theft as defined in RCW 9A.56.020, or possesses stolen property as defined in RCW 9A.56.140, or commits or attempts to commit robbery as defined in RCW 9A.56.190.~~

~~(7) **Damaging property.**~~

~~(a) Any student who causes or attempts to cause physical damage to property owned, controlled or operated by the college, or to property owned, controlled or operated by another person while said property is located on college facilities.~~

~~(b) Any student who in this or any other manner is guilty of malicious mischief in violation of RCW 9A.48.070 through 9A.48.100.~~

~~(8) **Abuse; intimidation.** Physical abuse, verbal abuse, threats, intimidation, coercion, and/or other conduct which threatens or endangers the health or safety of any person.~~

~~(9) **Hazing.**~~

~~(a) Hazing is any act committed as part of:~~

~~(i) A person's recruitment, initiation, pledging, admission into, or affiliation with a student group;~~

~~(ii) Any pastime or amusement engaged in with respect to such a student group; or~~

~~(iii) That causes, or is likely to cause, bodily danger or physical harm, or serious psychological or emotional harm, to any student.~~

~~(b) Examples of hazing include, but are not limited to:~~

~~(i) Causing, directing, coercing, or forcing a person to consume any food, liquid, alcohol, drug, or other substance which subjects the person to risk of such harm;~~

~~(ii) Humiliation by ritual act;~~

~~(iii) Striking another person with an object or body part;~~

~~(iv) Causing someone to experience excessive fatigue, or physical and/or psychological shock; or~~

~~(v) Causing someone to engage in degrading or humiliating games or activities that create a risk of serious psychological, emotional, and/or physical harm.~~

~~(c) "Hazing" does not include customary athletic events or other similar contests or competitions.~~

~~(d) Consent is not a valid defense against hazing.~~

~~(10) **Failure to comply.** Failure to comply with directions of college officials, campus safety officers, or law enforcement officers acting in performance of their duties and/or failure to identify oneself to these persons when requested to do so.~~

~~(11) **Possession of keys.** Unauthorized possession, duplication or use of keys to any college premises or unauthorized entry to or use of college premises.~~

~~(12) **Policy violation.** Violation of any college policy, rule, or regulation published in hard copy or available electronically on the college website.~~

~~(13) **Violation of laws.** Violation of any federal, state, or local law.~~

~~(14) **False alarms.** Falsely setting off or otherwise tampering with any emergency safety equipment, alarm, or other device established for the safety of individuals and/or college facilities.~~

~~(15) **Harassment.** Unwelcome and offensive conduct, including verbal, nonverbal, or physical conduct, that is directed at a person because of such person's protected status and that is sufficiently serious as to deny or limit, and that does deny or limit, the ability of a student to participate in or benefit from the college's educational program or that creates an intimidating, hostile, or offensive environment for other campus community members. Protected status includes a person's race; color; national origin; sensory, mental or physical disability; use of a service animal; gender, including pregnancy; marital status; age (40+); religion; creed; genetic information; sexual orientation; gender identity; veteran's status; or any other legally protected classification. See "Sexual misconduct" for the definition of "sexual harassment." Harassing conduct may include, but is not limited to, physical conduct, verbal, written, social media and electronic.~~

~~(16) **Sexual misconduct.**~~

~~(a) Sexual misconduct is any sexual activity with another that is unwanted and nonconsensual. Sexual misconduct includes physical contact as well as voyeurism.~~

~~(b) Consent to sexual activity requires that, at the time of the act, there are actual words or conduct demonstrating freely given agreement to sexual activity, silence or passivity is not consent. Even if words or conduct alone seem to imply consent, sexual activity is nonconsensual when:~~

~~(i) Force or blackmail is threatened or used to procure compliance with the sexual activity; or~~

~~(ii) The person is unconscious or physically unable to communicate his or her unwillingness to engage in sexual activity; or~~

(iii) The person lacks the mental capacity at the time of the sexual activity to be able to understand the nature or consequences of the act, whether that incapacity is produced by illness, defect, the influence of alcohol or another substance, or some other cause.

(c) A person commits voyeurism if, for the purpose of arousing or gratifying the sexual desire of any person, he or she knowingly views, photographs, or films another person, without that person's knowledge and consent, while the person being viewed, photographed, or filmed is in a place where he or she has a reasonable expectation of privacy.

(d) The term "sexual harassment" means unwelcome conduct of a sexual nature, including unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature that is sufficiently serious as to deny or limit, and that does deny or limit, based on sex, the ability of a student to participate in or benefit from the college's educational program or that creates an intimidating, hostile, or offensive environment for other campus community members.

(e) The term "sexual intimidation" incorporates the definition of "sexual harassment" and means threatening or emotionally distressing conduct based on sex including, but not limited to, nonconsensual recording of sexual activity or the distribution of such recording.

(17) **Sexual violence.** The term "sexual violence" incorporates the definition of "sexual harassment" and means a physical sexual act perpetrated without clear, knowing, and voluntary consent, such as committing a sexual act against a person's will, exceeding the scope of consent, or where the person is incapable of giving consent, including rape, sexual assault, sexual battery, sexual coercion, sexual exploitation, gender- or sex-based stalking. The term further includes acts of dating or domestic violence. A person may be incapable of giving consent by reason of age, threat or intimidation, lack of opportunity to object, disability, drug or alcohol consumption, or other cause.

(18) **Weapons and fireworks.** Possession or use of fireworks anywhere on campus; possession, holding, wearing, transporting, storage or presence of any firearm, dagger, sword, knife, or any other cutting or stabbing instrument, or club, or incendiary device, or explosive, or any facsimile weapons, or any other weapon apparently capable of producing bodily harm and/or property damage is prohibited on the college campus, subject to the following exceptions:

(a) Commissioned law enforcement personnel, legally authorized military personnel, or bank-related security personnel required by their office to carry such weapons or devices.

(b) Possession or use of disabling chemical sprays when used for self-defense.

(c) The president may authorize possession of a weapon on campus upon a showing that the weapon is reasonably related to a legitimate pedagogical purpose. Such permission shall be in writing and shall be subject to such terms or conditions incorporated in the written permission.

(19) **Demonstrations.** Participating in an on-campus or off-campus demonstration, riot, or activity that disrupts the normal operations of the college and/or infringes on the rights of other members of the college community; leading or inciting others to disrupt scheduled and/or normal activities within any campus building or area.

(20) **Disorderly conduct.** Conduct that is disorderly, lewd, indecent, or obscene; breach of peace; or aiding, abetting, or procuring another person to breach the peace on college premises or at functions sponsored by, or participated in by, the college or members of the

college community. Disorderly conduct includes, but is not limited to, any unauthorized use of electronic or other devices to make an audio or video record of any person while on college premises without his/her prior knowledge, or without his/her effective consent when such a recording is in a place or situation where he or she has a reasonable expectation of privacy. This includes, but is not limited to, surreptitiously taking pictures of another person in a gym, locker room, or restroom.

(21) **Discriminatory conduct.** Discriminatory conduct which harms or adversely affects any member of the college community because of his/her race; color; national origin; sensory, mental or physical disability; use of a service animal; gender, including pregnancy; marital status; age (40+); religion; creed; genetic information; sexual orientation; gender identity; veteran's status; or any other legally protected classification.

(22) **Stalking.** Stalking, defined as intentionally and repeatedly harassing or following a person and intentionally or unintentionally placing the person being followed or harassed in fear of physical harm to one's self or property or physical harm to another person or another's property.

(23) **Improper use of technology.** Theft or other abuse of computer facilities and resources including, but not limited to:

(a) Unauthorized entry into a file, to use, read, or change the contents, or for any other purpose.

(b) Unauthorized transfer of a file.

(c) Use of another individual's identification and/or password.

(d) Use of computing facilities and resources to interfere with the work of another student, faculty member, or college official.

(e) Use of computing facilities and resources to view or send obscene or abusive messages.

(f) Use of computing facilities and resources to interfere with normal operation of the college computing system.

(g) Use of computing facilities and resources in violation of copyright laws.

(h) Any violation of the Student Affairs Policy SA-24 -- Student Acceptable Computer Use.

(24) **Forgery or alteration of records.** Any student who, while in any college facility or participating in a college-related program, engages in forgery, as defined in RCW 9A.60.020.

(25) **Disruption of conduct process.** Abuse of the student conduct system including, but not limited to:

(a) Falsification, distortion, or misrepresentation of information before a student conduct officer.

(b) Disruption or interference with the orderly conduct of a student conduct hearing proceeding.

(c) Institution of a student conduct code proceeding in bad faith.

(d) Attempting to discourage an individual's proper participation in, or use of, the student conduct system.

(e) Attempting to influence the impartiality of a member of a student conduct officer prior to, and/or during the course of, the student conduct hearing proceeding.

(f) Harassment (verbal or physical) and/or intimidation of a member of a student conduct officer prior to, during, and/or after a student conduct hearing proceeding.

(g) Failure to comply with the sanction(s) imposed under the student code.

~~(h) Influencing or attempting to influence another person to commit an abuse of the student conduct code system.~~

~~(26) **False complaint.** Filing a formal complaint falsely accusing another student or college employee with violating a provision of this chapter.~~

~~(27) **Classroom conduct.** Any student who significantly disrupts any college class and makes it unreasonably difficult to conduct the class in an orderly manner shall be subject to disciplinary action. An instructor/faculty member may impose any of the following actions for classroom conduct:~~

~~(a) Warning: An oral or written notice to a student that college and/or classroom expectations about conduct have not been met.~~

~~(b) Reprimand: A written notice which censures a student for improper conduct and includes a warning that continuation or repetition of improper conduct shall result in further disciplinary action.~~

~~(c) Summary suspension for a maximum of two days: As defined in WAC 132J-126-230.~~

~~At any time, severe misconduct or continued misconduct shall be just cause for the matter to be forwarded immediately to the vice president of student affairs or designee for further action.~~

~~(28) **Retaliation.** Harming, threatening, intimidating, coercing, or taking adverse action of any kind against a person because such person reported an alleged violation of this code or college policy, provided information about an alleged violation, or participated as a witness or in any other capacity in a college investigation or disciplinary proceeding.)) The college may impose disciplinary sanctions against a student or a college-sponsored student organization, athletic team or living group, who commits, attempts to commit, aids, abets, incites, encourages or assists another person to commit, an act(s) of misconduct, which include, but are not limited to, the following:~~

~~(1) **Abuse or intimidation of others.** Assault, physical abuse, verbal abuse, threat(s), intimidation, or other conduct that harms, threatens, or is reasonably perceived as threatening the health or safety of another person or another person's property unless otherwise protected by law.~~

~~(2) **Abuse in later life.**~~

~~(a) Neglect, abandonment, economic abuse, or willful harm of an adult aged 50 or older by an individual in an ongoing relationship of trust with the victim; or~~

~~(b) Domestic violence, dating violence, sexual assault, or stalking of an adult aged 50 or older by any individual; and~~

~~(c) Does not include self-neglect.~~

~~(3) **Academic dishonesty.** Any act of academic dishonesty including:~~

~~(a) Cheating - Any attempt to give or obtain unauthorized assistance relating to the completion of an academic assignment, coursework, assessment, test, or examination. This includes, but is not limited to, the selling or giving of your own completed work to others who intend to turn it in as their own, purchasing or accepting the work of others with the intent of turning it in as your own, acquiring instructor editions of textbooks without permission of the specific instructor in order to complete your assignments, referring to devices or materials not authorized by the instructor, taking an examination for another person, or obtaining or attempting to obtain another person to take one's own examination.~~

~~(b) Plagiarism - Taking and using as one's own, without proper attribution, the ideas, writings, spoken, visual, auditory, or work of~~

another person, or artificial intelligence, in completing an academic assignment. Prohibited conduct may also include the unauthorized submission for credit of academic work that has been submitted for credit in another course.

(c) Fabrication - Falsifying data, information, or citations in completing an academic assignment and also includes providing false or deceptive information to an instructor concerning the completion of an assignment.

(d) Deliberate damage - Taking deliberate action to destroy or damage another's academic work or college property in order to gain an advantage for oneself or another.

(e) Multiple submissions - Submitting the same work in separate courses without the express permission of the instructor(s).

Nothing in this code prohibits instructors and/or academic divisions or departments from imposing academic consequences, up to and including a failing grade in an academic course or dismissal from an academic program, in response to academic dishonesty. Policies and procedures governing the imposition of academic consequences for academic dishonesty can be found in the course syllabus and any applicable program handbook.

(4) **Acts of dishonesty.** Acts of dishonesty include, but are not limited to:

(a) Forgery, alteration, and/or submission of falsified documents or misuse of any college document, record, or instrument of identification;

(b) Furnishing false information, or failing to furnish correct information, in response to the request or requirement of a college officer or employee;

(c) Knowingly making a false statement or submitting false information in relation, or in response, to a college academic or disciplinary investigation or process.

(5) **Alcohol.** Use, possession, manufacture, or distribution of alcoholic beverages or paraphernalia (except as expressly permitted by college policies, and federal, state, and local laws), or public intoxication on college premises or at college-sponsored events. Alcoholic beverages may not, in any circumstance, be used by, possessed by, or distributed to any person not of legal age.

(6) **Cannabis, drug, and tobacco violations.**

(a) **Cannabis.** The use, possession, growing, delivery, sale, or being visibly under the influence of cannabis or the psychoactive compounds found in cannabis and intended for human consumption, regardless of form, or the possession of cannabis paraphernalia on college premises or college-sponsored events. While state law permits the recreational use of cannabis, federal law prohibits such use on college premises or in connection with college activities.

(b) **Drugs.** The use, possession, production, delivery, sale, or being observably under the influence of any legend drug or possession of drug paraphernalia, including anabolic steroids, androgens, or human growth hormones as defined in chapter 69.41 RCW, or any other controlled substance under chapter 69.50 RCW, except as prescribed for a student's use by a licensed practitioner.

(c) **Tobacco, electronic cigarettes, and related products.** The use of tobacco, electronic cigarettes, and related products are not allowed on college campus. In addition to the main campus, this also includes any building and premises owned, leased, or operated by the college outside of the main campus. "Related products" include, but

are not limited to, cigarettes, pipes, bidi, clove cigarettes, water-pipes, hookahs, chewing tobacco, and snuff.

(7) **Classroom conduct.** Any student who significantly disrupts any college class and makes it unreasonably difficult to conduct the class in an orderly manner shall be subject to disciplinary action. An instructor/faculty member may impose any of the following actions for classroom conduct:

(a) Warning: An oral or written notice to a student that college and/or classroom expectations about conduct have not been met.

(b) Reprimand: A written notice which censures a student for improper conduct and includes a warning that continuation or repetition of improper conduct shall result in further disciplinary action.

(c) Summary suspension for a maximum of two instructional days as defined in WAC 132J-126-230.

At any time, severe misconduct or continued misconduct shall be just cause for the matter to be forwarded immediately to the vice president of student affairs or designee for further action.

(8) **Cyber misconduct.** Use of electronic communications including, but not limited to, electronic mail, instant messaging, electronic bulletin boards, applications (apps), and social media sites, to harass, abuse, bully or engage in other conduct which harms, threatens, or is reasonably perceived as threatening the health or safety of another person. Prohibited activities include, but are not limited to, unauthorized monitoring of another's email communications directly or through spyware, sending threatening emails, texts, or messages, disrupting electronic communications with spam or by sending a computer virus, sending false messages to third parties using another's email identity (spoofing), nonconsensual recording of sexual activity, and nonconsensual distribution of a recording of sexual activity.

(9) **Discriminatory harassment.**

(a) Unwelcome and offensive conduct, including verbal, nonverbal, or physical conduct, not otherwise protected by law, that is directed at a person because of such person's protected status and that is sufficiently severe, persistent, or pervasive so as to:

(i) Limit the ability of a student to participate in or benefit from the college's educational and/or social programs and/or student housing;

(ii) Alter the terms of an employee's employment; or

(iii) Create an intimidating, hostile, or offensive environment for other campus community members.

(b) Protected status includes a person's race; color; creed/religion; national origin; presence of any sensory, mental or physical disability; use of a trained service animal; sex, including pregnancy; marital status; age; genetic information; sexual orientation; gender identity or expression; veteran or military status; HIV/AIDS and hepatitis C status; or membership in any other group protected by federal, state, or local law.

(c) Discriminatory harassment may be physical, verbal, or nonverbal conduct and may include written, social media, and electronic communications not otherwise protected by law.

(10) **Disorderly conduct.** Conduct that is disorderly, lewd, indecent, or obscene; breach of peace; or aiding, abetting, or procuring another person to breach the peace on college premises or at functions sponsored by, or participated in by, the college or members of the college community. Disorderly conduct includes, but is not limited to, any unauthorized use of electronic or other devices to make an audio or video record of any person while on college premises without their

prior knowledge, or without their effective consent when such a recording is in a place or situation where they have a reasonable expectation of privacy. This includes, but is not limited to, surreptitiously taking pictures of another person in a gym, locker room, or restroom.

(11) **Disruption of conduct process.** Abuse of the student conduct system including, but not limited to:

(a) Fabrication, distortion, or misrepresentation of information before a student conduct officer, campus safety, faculty, or staff.

(b) Disruption or interference with the orderly conduct of a student conduct hearing proceeding.

(c) Engaging in student conduct code proceeding in bad faith.

(d) Attempting to discourage an individual's proper participation in, or use of, the student conduct system.

(e) Attempting to influence the impartiality of a member of a student conduct officer prior to, and/or during the course of, the student conduct hearing proceeding.

(f) Harassment (verbal or physical) and/or intimidation of a member of a student conduct officer prior to, during, and/or after a student conduct hearing proceeding.

(g) Influencing or attempting to influence another person to commit an abuse of the student conduct code system.

(12) **Disruption or obstruction.** Disruption or obstruction of instruction, research, administration, disciplinary proceeding, or other college activity, including the obstruction of the free flow of pedestrian or vehicular movement on college premises or at a college activity, or any activity that is authorized to occur on college premises, whether or not actually conducted or sponsored by the college. Disruption or obstruction may also include obstruction or disruption at other college activities, including its public service functions on or off campus, or of other authorized noncollege activities when the conduct occurs on college premises.

(13) **Ethical violation.** The breach of any generally recognized and published code of ethics or standards of professional practice that governs the conduct of a particular profession for which the student is taking a course or is pursuing as an educational goal or major.

(14) **Failure to comply.** Failure to comply with the direction of a college officer or employee who is acting in the legitimate performance of their duties, including failure to properly identify oneself to such a person when requested to do so.

(15) **False complaint.** Filing a formal complaint falsely accusing another student or college employee with violating a provision of this chapter.

(16) **Harassment or bullying.** Conduct unrelated to a protected class that is unwelcome and sufficiently severe, persistent, or pervasive such that it could reasonably be expected to create an intimidating, hostile, or offensive environment, or has the purpose or effect of unreasonably interfering with a person's academic or work performance, or a person's ability to participate in or benefit from the college's programs, services, opportunities, or activities.

(a) Harassing conduct may include, but is not limited to, physical, verbal, or nonverbal conduct, including written, social media, and electronic communications unless otherwise protected by law.

(b) For purposes of this code, "bullying" is defined as repeated or aggressive unwanted behavior not otherwise protected by law when a reasonable person would feel humiliated, harmed, or intimidated.

(c) For purposes of this code, "intimidation" is an implied threat. Intimidation exists when a reasonable person would feel threatened or coerced even though an explicit threat or display of physical force has not been made. Intimidation is evaluated based on the intensity, frequency, context, and duration of the comments or actions.

(17) **Hazing.**

(a) Hazing is any act committed as part of:

(i) A person's recruitment, initiation, pledging, admission into, or affiliation with a student group;

(ii) Any pastime or amusement engaged in with respect to such a student group; or

(iii) That causes, or is likely to cause, bodily danger or physical harm, or serious psychological or emotional harm, to any student.

(b) Examples of hazing include, but are not limited to:

(i) Causing, directing, coercing, or forcing a person to consume any food, liquid, alcohol, drug, or other substance which subjects the person to risk of such harm;

(ii) Humiliation by ritual act;

(iii) Striking another person with an object or body part;

(iv) Causing someone to experience excessive fatigue, or physical and/or psychological shock; or

(v) Causing someone to engage in degrading or humiliating games or activities that create a risk of serious psychological, emotional, and/or physical harm.

(c) "Hazing" does not include customary athletic events or other similar contests or competitions.

(d) Consent is not a valid defense against hazing.

(18) **Indecent exposure.** The intentional or knowing exposure of a person's genitals or other private body parts when done in a place or way such exposure is likely to cause affront or alarm. Breastfeeding or expressing breast milk is not indecent exposure.

(19) **Misuse of electronic resources.** Theft or other misuse of computer time or other electronic information resources of the college. Such misuse includes, but is not limited to:

(a) Unauthorized use of such resources or opening of a file, message, or other item;

(b) Unauthorized duplication, transfer, or distribution of a computer program, file, message, or other item;

(c) Unauthorized use or distribution of someone else's identification or password;

(d) Use of such time or resources to interfere with someone else's work;

(e) Use of such time or resources to send, display, or print an obscene or abusive message, text, or image;

(f) Use of such time or resources to interfere with normal operation of the college's computing system or other electronic information resources;

(g) Use of such time or resources in violation of applicable copyright or other law;

(h) Adding to or otherwise altering the infrastructure of the college's electronic information resources without authorization; or

(i) Any violation of the Student Affairs Policy SA-24 - Student Acceptable Computer Use.

(20) **Property violation.**

(a) Damage to, misappropriation of, unauthorized use or possession of, vandalism, or other nonaccidental damaging or destruction of

college property or the property of another person. Property for purposes of this subsection includes computer passwords, access codes, identification cards, personal financial account numbers, other confidential personal information, intellectual property, and college trademarks. Violations include attempts and successful completion of the items listed above.

(b) Any student who in this or any other manner is guilty of malicious mischief in violation of RCW 9A.48.070 through 9A.48.100.

(21) **Retaliation.** Harming, threatening, intimidating, coercing, or other adverse action taken against any individual for reporting, providing information, exercising one's rights or responsibilities, participating, or refusing to participate, in the process of responding to, investigating, or addressing allegations or violations of federal, state or local law, or college policies.

(22) **Safety violations.** Nonaccidental, reckless, or unsafe conduct that interferes with or otherwise compromises any college policy, equipment, or procedure relating to the safety and security of the campus community including, but not limited to, tampering with fire safety equipment, failing to evacuate during a fire alarm, or triggering false alarms or other emergency response systems.

(23) **Sexual exploitation.** Taking nonconsensual or abusive sexual advantage of another for the respondent's own advantage or benefit, or to benefit or take advantage of anyone other than the one being exploited, when the behavior does not otherwise constitute one of the other sexual misconduct offenses described herein. Examples of sexual exploitation may include, but are not limited to:

(a) Invading another person's sexual privacy;

(b) Prostituting another person;

(c) Nonconsensual photography and digital or video recording of nudity or sexual activity, or nonconsensual audio recording of sexual activity;

(d) Unauthorized sharing or distribution of photographs or digital or video recording of nudity or sexual activity, or audio recording of sexual activity, unless otherwise protected by law;

(e) Engaging in voyeurism. A person commits voyeurism if they knowingly view, photograph, record, or film another person, without that person's knowledge and consent, while the person being viewed, photographed, recorded, or filmed is in a place where the person has a reasonable expectation of privacy;

(f) Knowingly or recklessly exposing another person to a significant risk of sexually transmitted disease or infection; or

(g) Causing the nonconsensual indecent exposure of another person, as defined by subsection (18) of this section.

(24) **Sexual harassment.** Unwelcome sexual- or gender-based conduct, including unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual- or gender-based nature that is sufficiently severe, persistent, or pervasive as to:

(a) Deny or limit the ability of a student to participate in or benefit from the college's educational program;

(b) Alter the terms or conditions of employment; or

(c) Create an intimidating, hostile, or offensive environment for other campus community members.

For sexual harassment prohibited under Title IX, refer to WAC 132J-126-410.

(25) **Sexual misconduct.** Sexual misconduct is any sexual activity with another that is unwanted and nonconsensual. Sexual misconduct includes physical contact as well as voyeurism.

(a) Consent to sexual activity requires that, at the time of the act, there are actual words or conduct demonstrating freely given agreement to sexual activity. Silence or passivity is not consent. Even if words or conduct alone seem to imply consent, sexual activity is nonconsensual when:

(i) Force or blackmail is threatened or used to procure compliance with the sexual activity; or

(ii) The person is unconscious or physically unable to communicate their unwillingness to engage in sexual activity; or

(iii) The person lacks the mental capacity at the time of the sexual activity to be able to understand the nature or consequences of the act, whether that incapacity is produced by illness, defect, the influence of alcohol or another substance, or some other cause.

(b) A person commits voyeurism if, for the purpose of arousing or gratifying the sexual desire of any person, they knowingly view, photograph, or film another person, without that person's knowledge and consent, while the person being viewed, photographed, or filmed is in a place where they have a reasonable expectation of privacy.

(c) The term "sexual intimidation" incorporates the definition of "sexual harassment" and means threatening or emotionally distressing conduct based on sex including, but not limited to, nonconsensual recording of sexual activity or the distribution of such recording.

(26) **Stalking.** Stalking is defined as a course of conduct or pattern of repeated and unwanted attention, harassment, contact, or any other course of conduct directed at a specific person that would cause a reasonable person to feel fear for their safety or the safety of their property, or the safety of others or their property, or suffer substantial emotional distress. Stalking also includes instances where the perpetrator knows or reasonably should know that the person is frightened, intimidated, or harassed, even if the perpetrator lacks such an intent.

(a) Repeated, unwanted, intrusive, and frightening communications from the perpetrator by phone.

(b) Following or lying in wait for the victim at places such as home, school, work, or recreation place.

(c) Making direct or indirect threats to harm the victim, the victim's children, relatives, friends, or pets.

(d) Damaging or threatening to damage the victim's property.

(e) Harassing the victim through the internet.

(f) Posting information or spreading rumors about the victim on the internet, in a public place, or by word of mouth.

(g) Obtaining personal information about the victim by accessing public records, using internet search services, hiring private investigators, going through the victim's garbage, following the victim, contacting the victim's friends, family, work, or neighbors, etc.

(27) **Unauthorized access.** Unauthorized possession, duplication, or other use of a key, keycard, or other restricted means of access to college property, or unauthorized entry onto or into college property. Providing keys, keycards, or other means, to an unauthorized person or providing access to an unauthorized person is also prohibited.

(28) **Violation of other laws or policies.** Violation of any federal, state, or local law, rule, or regulation or other college rules or policies, including college housing, traffic, and parking rules.

(29) Weapons. Possession, holding, wearing, transporting, storage or presence of any firearm, dagger, sword, knife, or other cutting or stabbing instrument, club, explosive device, or any other weapon apparently capable of producing bodily harm is prohibited on the college campus and during college programming and activities, subject to the following exceptions:

(a) Commissioned law enforcement personnel or legally authorized military personnel, or bank-related security personnel required by their office to carry such weapons or devices while in performance of their official duties;

(b) Students with legally issued weapons permits may store their weapons in their vehicle parked on campus in accordance with RCW 9.41.050 (2) or (3), provided the vehicle is locked and the weapon is concealed from view; or

(c) The president may grant permission to bring a weapon on campus upon a determination that the weapon is reasonably related to a legitimate pedagogical purpose. Such permission shall be in writing and shall be subject to such terms or conditions incorporated in the written permission;

(d) Possession and/or use of disabling chemical sprays for purposes of self-defense is not prohibited.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-100 Violation of law and college discipline. (1) College disciplinary proceedings may be instituted against a student charged with conduct that potentially violates both the criminal law and this student conduct code (that is, if both possible violations result from the same factual situation) without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution. Proceedings under this student conduct code may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus at the discretion of the vice president of student affairs or designee. Determinations made or sanctions imposed under this student conduct code shall not be subject to change because criminal charges arising out of the same facts giving rise to violation of college rules were dismissed, reduced, or resolved in favor of, or against the criminal law defendant.

(2) When a student is charged by federal, state, or local authorities with a violation of law, the college will not request or agree to special consideration for that individual because of his or her status as a student. If the alleged offense is also being processed under the student conduct code, the college may advise off-campus authorities of the existence of the student conduct code and of how such matters are typically handled within the college community. The college will attempt to cooperate with law enforcement and other agencies in the enforcement of criminal law on campus and in the conditions imposed by criminal courts for the rehabilitation of student violators (provided that the conditions do not conflict with campus rules or sanctions). Individual students and other members of the college community, acting in their personal capacities, remain free to interact with governmental representatives as they deem appropriate.

NEW SECTION

WAC 132J-126-110 Amnesty. (1) Green River College values the health, safety, and wellness of those in our college community. Students are encouraged to report crimes, share concerns, and seek medical attention for themselves or others in need.

(2) A student conduct officer may elect to not initiate disciplinary action against a student who, while in the course of helping another person seek medical or other emergency assistance, admits to a possible policy violation under this student conduct code, provided that any such violations did not and do not place the health or safety of any other person at risk.

(3) A student conduct officer may elect to not initiate disciplinary action against a student who, while in the course of reporting violence, sexual harassment, or a crime in progress, admits to personal consumption of alcohol or drugs at or near the time of the incident, provided that any such use did not place the health or safety of any other person at risk.

(4) While policy violations cannot be overlooked, the college may elect to offer educational options or referrals, rather than initiating disciplinary action against students who report crimes, serve as witnesses, or seek medical attention as described in this section.

(5) This amnesty policy may not apply to students who repeatedly violate college policies in regard to alcohol, drugs, or other prohibited conduct.

NEW SECTION

WAC 132J-126-115 Interim measures. (1) After receiving a report of sexual harassment or other serious student misconduct, a student conduct officer or designee may implement interim measures which may include, but are not limited to:

(a) A no-contact order prohibiting direct or indirect contact, by any means, with a complainant, a respondent, a reporting party, other specified persons, and/or a specific student group or organization;

(b) Reassignment of on-campus housing;

(c) Reassignment of arranged off-campus housing;

(d) Changes to class schedules, assignments, or test schedules;

(e) Modified on-campus employment schedule or location;

(f) Restrictions on access to portions of campus including, but not limited to, on-campus housing; or

(g) Alternative safety arrangements such as campus safety escorts.

(2) If an interim measure is put in place pending or during a conduct proceeding, the student will be notified of the interim measure and be advised how to raise an objection about the interim measure or request that it be made less restrictive. A student conduct officer or designee may adjust or modify interim measures as students' situations and schedules change and evolve over time. Interim measures will remain in place until the student receives notice the interim measures have been lifted or modified from the student conduct officer or designee.

(3) Implementation of any interim measure does not assume any determination of, or create any presumption regarding responsibility for, a violation under this student conduct code. A respondent who fails to comply with any interim protective measures may, however, be charged with a "failure to comply" pursuant to WAC 132J-126-090(14).

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-120 Purpose of disciplinary action. The college may apply sanctions or take other appropriate action for violations of the student conduct code (~~((of conduct))~~). Disciplinary proceedings shall determine whether and under what conditions the (~~((violator))~~) respondent may continue as a student of the college.

AMENDATORY SECTION (Amending WSR 23-06-050, filed 2/27/23, effective 3/30/23)

WAC 132J-126-125 Hazing prohibited—Sanctions. (~~((1) Hazing by a student or a student group is prohibited pursuant to WAC 132-126-090(9).~~

~~((2) No student may conspire to engage in hazing or participate in hazing of another. State law provides that hazing is a criminal offense, punishable as a misdemeanor.~~

~~((3) Washington state law provides that:~~

~~((a) Any student group that knowingly permits hazing is strictly liable for harm caused to persons or property resulting from hazing. If the organization, association, or student living group is a corporation whether for profit or nonprofit, the individual directors of the corporation may be held individually liable for damages.~~

~~((b) Any person who participates in the hazing of another shall forfeit any entitlement to state-funded grants, scholarships, or awards for a period of time determined by the college.~~

~~((c) Student groups that knowingly permits hazing to be conducted by its members or by others subject to its direction or control shall be deprived of any official recognition or approval granted by the college.~~

~~((d) Student groups found responsible for violating the code of student conduct, college antihazing policies, or state or federal laws relating to hazing or offenses related to alcohol, drugs, sexual assault, or physical assault will be disclosed in a public report issued by the college setting forth the name of the student group, the date the investigation began, the date the investigation ended, a finding of responsibility, a description of the incident(s) giving rise to the finding, and the details of the sanction(s) imposed.))~~ ((1) Any student group that knowingly permits hazing is strictly liable for harm caused to persons or property resulting from hazing. If the organization, association, or student living group is a corporation, whether for profit or nonprofit, the individual directors of the corporation may be held individually liable for damages.

(2) Any person who participates in the hazing of another shall forfeit any entitlement to state-funded grants, scholarships, or awards for a period of time determined by the college.

(3) Any student group that knowingly permits hazing to be conducted by its members or by others subject to its direction or control shall be deprived of any official recognition or approval granted by the college.

(4) Any student group found responsible for violating the student conduct code, college anti-hazing policies, or state or federal laws relating to hazing or offenses related to alcohol, drugs, sexual assault, or physical assault will be disclosed in a public report issued by the college setting forth the name of the student group, the date the investigation began, the date the investigation ended, a finding of responsibility, a description of the incident(s) giving rise to the finding, and the details of the sanction(s) imposed.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-130 Corrective action, disciplinary ((terms)) sanctions, terms and conditions. ((The following definitions of disciplinary terms have been established to provide consistency in the application of penalties:

(1) **Warning** — A notice in writing to the student that the student is violating or has violated institutional regulations.

(2) **Probation** — A written reprimand for violation of specified regulations. Probation is indefinite or for a designated period of time and includes the probability of more severe disciplinary sanctions if the student is found to violate any institutional regulation(s) during the probationary period.

(3) **Loss of privileges** — Denial of specified college privileges for a designated period of time.

(4) **Fines** — Previously established and published monetary charges.

(5) **Restitution** — Compensation for loss, damage, or injury. This may take the form of appropriate service and/or monetary or material replacement.

(6) **Discretionary sanctions** — These may include, but are not limited to, work assignments, essays, service to the college, or other related discretionary assignments.

(7) **College suspension** — Separation of the student from the college for a definite period of time, after which the student is eligible to return. Conditions for readmission may be specified.

(8) **College dismissal** — Permanent separation of the student from the college.

(9) **Revocation of admission and/or degree** — Admission to or a degree awarded from the college may be revoked for fraud, misrepresentation, or other violation of college standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.

(10) **Registration hold** — Students may have their registration privileges blocked pending the completion of specified sanctions/conditions. Holds may be placed and removed only by the vice president of student affairs or designee.

~~(11) Revocation of club status and loss of college recognition~~ Applies to clubs and organizations.)) (1) The following corrective actions or disciplinary sanctions may be imposed upon students or upon college-sponsored student organizations, athletic teams, or living groups found responsible for violating the student conduct code:

(a) **Warning.** A verbal or written statement to a student that there is a violation and that continued violation may be cause for disciplinary action. Warnings are corrective actions, not disciplinary, and may not be appealed.

(b) **Written reprimand.** Notice in writing that the student has violated one or more terms of the student conduct code and that continuation of the same or similar behavior may result in more severe disciplinary action.

(c) **Disciplinary probation.** Formal action placing specific conditions and restrictions upon the student's continued attendance, depending upon the seriousness of the violation and which may include a deferred disciplinary sanction.

(i) Probation may be for a limited period of time or may be for the duration of the student's attendance at the college.

(ii) If the student, subject to a deferred disciplinary sanction, is found in violation of any college rule during the time of disciplinary probation, the deferred disciplinary sanction, which may include, but is not limited to, a suspension or a dismissal from the college, shall take effect immediately without further review. Any such sanction shall be in addition to any sanction or conditions arising from the new violation.

(d) **Disciplinary suspension.** Separation from the college and from student status for a stated period of time.

(i) There will be no refund of tuition or fees for the quarter in which the suspension is imposed.

(ii) Conditions of suspension may be imposed and will be specified. Except as otherwise specified in the final order, all conditions must be fulfilled before the end of the suspension period. Failure to fulfill all conditions of suspension in a timely manner will extend the suspension period and any conditions, and may result in additional disciplinary sanctions.

(iii) The college may put an enrollment hold in place during the suspension period, which includes enrollment privileges being blocked pending the completion of specified sanctions/conditions. Holds may be placed and removed only at the direction of the vice president of student affairs or designee.

(e) **Dismissal.** The revocation of all rights and privileges of membership in the college community and exclusion from the campus and college-owned or controlled facilities without any possibility of return. There will be no refund of tuition or fees for the quarter in which the dismissal is imposed.

(2) **Additional disciplinary terms.** Disciplinary terms and conditions that may be imposed in conjunction with the imposition of a disciplinary sanction include, but are not limited to, the following:

(a) **Education.** Participation in or successful completion of an educational assignment designed to create an awareness of the student's misconduct.

(b) **Loss of privileges.** Denial of specified privileges for a designated period of time.

(c) **Revocation of club status and loss of college recognition.** Applies to clubs and organizations.

(d) **Not in good standing.** A student found to be "not in good standing" with the college may be subject to the following restrictions:

(i) Ineligible to hold an office in any student organization recognized by the college or to hold any elected or appointed office of the college.

(ii) Ineligible to represent the college to anyone outside the college community in any way, including representing the college at any official function, or any forms of intercollegiate competition or representation.

(e) **No contact directive.** An order directing a student to have no direct or indirect physical, verbal, electronic, and/or written contact with another specified student, college employee, a particular college facility, or group.

(f) **Professional evaluation.** Referral for drug, alcohol, psychological, or medical evaluation by an appropriately certified or licensed professional may be required.

(i) The student may choose the professional within the scope of practice and with the professional credentials as defined by the college.

(ii) The student will sign all necessary releases to allow the college access to any such evaluation.

(iii) The student's return to college may be conditioned upon compliance with recommendations set forth in such a professional evaluation. If the evaluation indicates that the student is not capable of functioning within the college community, the student will remain suspended until future evaluation recommends that the student is capable of reentering the college and complying with the rules of conduct.

(g) **Housing suspension.** Separation of the student from college-owned or operated housing or host family status for a definite period of time, after which the student may be eligible to return. Conditions for reacceptance may be specified.

(h) **Housing dismissal.** Permanent separation of the student from college-owned or operated housing or host family status.

(i) **Restitution.** Reimbursement for damage to or misappropriation of property, or for injury to persons, or for reasonable costs incurred by the college in pursuing an investigation or disciplinary proceeding. This may take the form of monetary reimbursement, material replacement, appropriate service, or other compensation.

(j) **Trespass or restriction.** A student may be restricted from any or all college premises and/or college-sponsored activities based on the violation.

(k) **Revocation of admission and/or degree.** Admission to or a degree awarded from the college may be revoked for fraud, misrepresentation, or other violation of college standards in obtaining the degree, or for other serious violations committed by a student prior to graduation.

(3) More than one of the disciplinary terms and conditions listed above may be imposed for any single violation.

(4) If a student withdraws from the college or fails to reenroll before completing a disciplinary sanction, term, or condition, the disciplinary sanction, term, or condition must be completed either prior to or upon the student's reenrollment, depending on the nature of the sanctions, terms, or conditions, and may be considered in petitions for readmission to the college.

NEW SECTION

WAC 132J-126-135 Conduct hold on student records. (1) A student conduct officer or other designated college official may place a conduct hold on the student's record if the student is the respondent in a pending complaint of prohibited conduct, a pending conduct proceeding under this code, or in conjunction with a disciplinary sanction or condition under this code.

(2) A conduct hold may restrict the student from registering for classes, or receiving a degree from the college until the hold has been removed.

(3) If the conduct hold is placed pending or during a conduct proceeding, the student will be notified of the hold and be advised how to raise an objection about the hold or request that it be made less restrictive. The hold will remain in place until lifted by the student conduct officer or other designated college official, or until the conduct process has concluded.

(4) Implementation of any conduct hold prior to disciplinary action does not assume any determination of, or create any expectation of, responsibility for prohibited conduct under this conduct code.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-140 Initiation of disciplinary action. ~~((1) All disciplinary actions will be initiated by the student conduct officer. If that officer is the subject of a complaint initiated by the respondent, the president shall, upon request and when feasible, designate another person to fulfill any such disciplinary responsibilities relative to the complainant.~~

~~(2) The student conduct officer shall initiate disciplinary action by serving the respondent with written notice directing him or her to attend a disciplinary meeting. The notice shall briefly describe the factual allegations, the provision(s) of the conduct code the respondent is alleged to have violated, the range of possible sanctions for the alleged violation(s), and specify the time and location of the meeting. At the meeting, the student conduct officer will present the allegations to the respondent and the respondent shall be afforded an opportunity to explain what took place. If the respondent fails to attend the meeting the student conduct officer may take disciplinary action based upon the available information.~~

~~(3) Within ten days of the initial disciplinary meeting, and after considering the evidence in the case, including any facts or argument presented by the respondent, the student conduct officer shall serve the respondent with a written decision setting forth the facts and conclusions supporting his or her decision, the specific student conduct code provisions found to have been violated, the discipline imposed, if any, and a notice of any appeal rights with an explanation of the consequences of failing to file a timely appeal.~~

~~(4) The student conduct officer may take any of the following disciplinary actions:~~

~~(a) Exonerate the respondent and terminate the proceedings;~~

~~(b) Impose a disciplinary sanction(s), as described in WAC 132J-126-130;~~

~~(c) Refer the matter directly to the student conduct committee for such disciplinary action as the committee deems appropriate. Such referral shall be in writing, to the attention of the chair of the student conduct committee, with a copy served on the respondent.))~~ (1) Any member of the college community may file a complaint against a student or student group for possible violations of the student conduct code.

(2) The student conduct officer, or designee, may review and investigate any complaint to determine whether it appears to state a violation of the student conduct code.

(a) **Sexual harassment prohibited under Title IX.** The college's Title IX coordinator or designee shall review, process complaints or other reports of sexual harassment, and if applicable, assign an investigator. Allegations of sexual harassment, by a student shall be addressed through the student conduct code. Allegations involving employees or third parties associated with the college will be handled in accordance with college policies.

(b) **Hazing by student groups.** A student conduct officer, or designee, may review and investigate any complaint or allegation of hazing by a student group. A student group will be notified through its named officer(s) and address on file with the college. A student group may designate one representative who may speak on behalf of a student group during any investigation and/or disciplinary proceeding. A student group will have the rights of a respondent as set forth below.

(3) Investigations will be completed in a timely manner according to college procedures and the results of the investigation shall be referred to the student conduct officer for disciplinary action.

(4) If a student conduct officer determines that a complaint appears to state a violation of the student conduct code, the student conduct officer will consider whether the matter might be resolved through agreement with the respondent or through alternative dispute resolution proceedings involving the complainant and the reporting party.

(a) Informal dispute resolution shall not be used to resolve sexual harassment complaints without written permission from both the complainant and the respondent.

(b) If the parties elect to mediate a dispute through informal dispute resolution, either party shall be free to discontinue mediation at any time.

(5) If the student conduct officer has determined that a complaint has merit and if the matter is not resolved through agreement or informal dispute resolution, the student conduct officer may initiate disciplinary action against the respondent.

(6) Both the respondent and the complainant in cases involving allegations of sexual harassment prohibited conduct under Title IX shall be provided the same procedural rights to participate in student discipline matters, including the right to participate in the disciplinary process and to appeal any disciplinary decision.

(7) All disciplinary actions will be initiated by the student conduct officer. If that officer is the subject of a complaint, the vice president of student affairs or designee shall, upon request and when feasible, designate another person to fulfill any such disciplinary responsibilities relative to the complaint.

(8) The student conduct officer shall initiate disciplinary action by serving the respondent with written notice directing them to

attend a disciplinary meeting. The notice shall briefly describe the factual allegations, the provision(s) of the conduct code the respondent is alleged to have violated, the range of possible sanctions for the alleged violation(s), and specify the time and location of the meeting.

(9) At the meeting, the student conduct officer will present the allegations to the respondent and the respondent shall be afforded an opportunity to explain what took place. If the respondent fails to attend the meeting after proper service of notice, the student conduct officer may take disciplinary action based upon the available information.

(10) Within 10 business days of the initial disciplinary meeting, and after considering the evidence in the case, including any facts or argument presented by the respondent, the student conduct officer shall serve the respondent with a written decision setting forth the facts and conclusions supporting their decision, the specific student conduct code provisions found to have been violated, the discipline imposed (if any), and a notice of any appeal rights with an explanation of the consequences of failing to file a timely appeal. This period may be extended at the sole discretion of the student conduct officer if additional information is necessary to reach a determination. The student conduct officer will notify the parties of any extension period and the reason therefore.

(11) The student conduct officer may take any of the following disciplinary actions:

(a) Exonerate the respondent and terminate the proceedings;

(b) Impose a disciplinary sanction(s), with or without conditions, as described in WAC 132J-126-130; or

(c) Refer the matter directly to the student conduct committee for such disciplinary action as the committee deems appropriate. Such referral shall be in writing, to the attention of the chair of the student conduct committee, with a copy served on the respondent.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-150 Appeal from disciplinary action. ((The respondent may appeal a disciplinary action by filing a written notice of appeal with the conduct review officer within twenty-one calendar days of service of the student conduct officer's decision. Failure to timely file a notice of appeal constitutes a waiver of the right to appeal and the student conduct officer's decision shall be deemed final.

~~(1) The notice of appeal must include a brief statement explaining why the respondent is seeking review.~~

~~(2) The parties to an appeal shall be the respondent and the conduct review officer.~~

~~(3) A respondent, who timely appeals a disciplinary action or whose case is referred to the student conduct committee, has a right to a prompt, fair, and impartial hearing as provided for in these procedures.~~

~~(4) On appeal, the college bears the burden of establishing the evidentiary facts underlying the imposition of a disciplinary sanction by a preponderance of the evidence.~~

~~(5) Imposition of disciplinary action for violation of the student conduct code shall be stayed pending appeal, unless respondent has been summarily suspended.~~

~~(6) The student conduct committee shall hear appeals from:~~

~~(a) The imposition of disciplinary suspensions in excess of ten instructional days;~~

~~(b) Dismissals; and~~

~~(c) Discipline cases referred to the committee by the student conduct officer, the conduct review officer, or the president.~~

~~(7) Student conduct appeals from the imposition of the following disciplinary sanctions shall be reviewed through a brief adjudicative proceeding:~~

~~(a) Suspensions of ten instructional days or less;~~

~~(b) Disciplinary probation;~~

~~(c) Written reprimands; and~~

~~(d) Any conditions or terms imposed in conjunction with one of the foregoing disciplinary actions.~~

~~(8)) (1) Except in cases involving allegations of sexual harassment prohibited under Title IX, as set forth in WAC 132J-126-140 (2)(a), the respondent may appeal a disciplinary action by filing a written notice of appeal with the student conduct officer within 21 calendar days of service of the student conduct officer's decision. Failure to timely file a notice of appeal constitutes a waiver of the right to appeal and the student conduct officer's decision shall be deemed final.~~

~~(2) The notice of appeal must include a brief statement explaining why the respondent is seeking review.~~

~~(3) The parties to an appeal shall be the respondent, complainant if any, and the student conduct officer.~~

~~(4) A respondent, who timely appeals a disciplinary action or whose case is referred to the student conduct committee, has a right to a prompt, fair, and impartial hearing as provided for in these procedures.~~

~~(5) On appeal, the college bears the burden of establishing the evidentiary facts underlying the imposition of a disciplinary sanction by a preponderance of the evidence.~~

~~(6) Imposition of disciplinary action for violation of the student conduct code shall be stayed pending appeal, unless respondent has been summarily suspended.~~

~~(7) A conduct review officer shall conduct a brief adjudicative proceeding for appeals of:~~

~~(a) Suspensions of 10 instructional days or less;~~

~~(b) Disciplinary probation;~~

~~(c) Written reprimands; and~~

~~(d) Any conditions or terms imposed in conjunction with one of the foregoing disciplinary actions.~~

~~(8) The student conduct committee shall hear appeals from:~~

~~(a) Disciplinary suspensions in excess of 10 instructional days; or, for disciplinary suspensions from a student group, suspensions in excess of two academic terms;~~

~~(b) Dismissals; or, for dismissals from a student group, deprivation of recognition or approval granted by the college;~~

~~(c) Sexual harassment prohibited under Title IX cases; and~~

~~(d) Disciplinary cases referred to the committee by the student conduct officer, a conduct review officer, or the president.~~

(9) Except as provided elsewhere in these rules, disciplinary warnings and dismissals of disciplinary actions are final action and are not subject to appeal.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-160 Brief adjudicative proceedings~~((Initial hearing)) (BAP).~~ ~~((1) Brief adjudicative proceedings shall be conducted by a conduct review officer designated by the president. The conduct review officer shall not participate in any case in which he or she is a complainant or witness, or in which they have direct or personal interest, prejudice, or bias, or in which they have acted previously in an advisory capacity.~~

~~(2) Before taking action, the conduct review officer shall conduct an informal hearing and provide each party (a) an opportunity to be informed of the agency's view of the matter; and (b) an opportunity to explain the party's view of the matter.~~

~~(3) The conduct review officer shall serve an initial decision upon both the parties within ten days of consideration of the appeal. The initial decision shall contain a brief written statement of the reasons for the decision and information about how to seek administrative review of the initial decision. If no request for review is filed within twenty-one days of service of the initial decision, the initial decision shall be deemed the final decision.~~

~~(4) If the conduct review officer upon review determines that the respondent's conduct may warrant imposition of a disciplinary suspension of more than ten instructional days or dismissal, the matter shall be referred to the student conduct committee for a disciplinary hearing.)~~ (1) **Authorization.** This rule is adopted in accordance with RCW 34.05.482 through 34.05.494. Brief adjudicative proceedings are informal hearings and shall be conducted in a manner which will bring about a prompt fair resolution of the matter. Brief adjudicative proceedings shall be used, unless provided otherwise by another rule or determined otherwise in a particular case by the president, or a designee, in regard to student conduct appeals involving the following disciplinary actions:

(a) Suspensions of 10 instructional days or less;

(b) Disciplinary probation;

(c) Written reprimands; and

(d) Any conditions or terms imposed in conjunction with one of the foregoing disciplinary actions:

(i) Dismisses disciplinary proceedings based upon a finding that the allegations of sexual misconduct have no merit; or

(ii) Issues a verbal warning to respondent.

(2) **Agency record.** The agency record for brief adjudicative proceedings shall consist of any documents regarding the matters that were considered or prepared by the presiding officer for the brief adjudicative proceeding or by the reviewing officer for any review. These records shall be maintained as the official record of the proceedings.

(3) **Initial hearing.**

(a) Brief adjudicative proceedings shall be conducted by a conduct review officer. The conduct review officer shall not participate in any case in which they are a complainant or witness, or in which they have direct or personal interest, prejudice, or bias, or in which they have acted previously in an advisory capacity.

(b) The parties to a brief adjudicative proceeding are the respondent and the student conduct officer. Before taking action, the conduct review officer shall conduct an informal hearing and provide each party:

(i) An opportunity to be informed of the agency's view of the matter; and

(ii) An opportunity to explain the party's view of the matter.

(c) The conduct review officer shall serve an initial decision upon the respondent and the student conduct officer within 10 business days of consideration of the appeal. The initial decision shall contain a brief written statement of the reasons for the decision and information about how to seek administrative review of the initial decision. If no request for review is filed within 21 calendar days of service of the initial decision, the initial decision shall be deemed the final decision.

(d) If the conduct review officer upon review determines that the respondent's conduct may warrant imposition of a disciplinary suspension in excess of 10 instructional days or expulsion, the matter shall be referred to the student conduct committee for a disciplinary hearing.

(4) Review of an initial decision.

(a) An initial decision is subject to review by the president, provided a party files a written request for review with the conduct review officer within 21 calendar days of service of the initial decision.

(b) The president shall not participate in any case in which they are a complainant or witness, or in which they have direct or personal interest, prejudice, or bias, or in which they have acted previously in an advisory capacity.

(c) During the review, the president shall give all parties an opportunity to file written responses explaining their view of the matter and shall make any inquiries necessary to ascertain whether the sanctions should be modified or whether the proceedings should be referred to the student conduct committee for a formal adjudicative hearing.

(d) The decision on review must be in writing and must include a brief statement of the reasons for the decision and must be served on the parties within 21 calendar days of the initial decision or of the request for review, whichever is later. The decision on review will contain a notice that judicial review may be available. A request for review may be deemed to have been denied if the president does not make a disposition of the matter within 21 calendar days after the request is submitted.

(e) If the president upon review determines that the respondent's conduct may warrant imposition of a disciplinary suspension in excess of 10 instructional days or expulsion, the matter shall be referred to the student conduct committee for a disciplinary hearing.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-180 Student conduct committee—Membership and governance. (1) The student conduct committee shall consist of five members:

(a) Two full-time students appointed by the student government;
(b) Two faculty members appointed by the president;
(c) One administrative staff member (other than an administrator serving as a student conduct or conduct review officer) appointed by the president at the beginning of the academic year.

(2) The administrative staff member shall serve as the chair of the committee and may take action on preliminary hearing matters prior to convening the committee. The chair shall receive annual training on protecting victims and promoting accountability in cases involving allegations of sexual misconduct.

(3) Hearings may be heard by a quorum of three members of the committee so long as one faculty member and one student are included on the hearing panel. Committee action may be taken upon a majority vote of all committee members attending the hearing.

(4) Members of the student conduct committee shall not participate in any case in which they are a party, complainant, or witness, in which they have direct or personal interest, prejudice, or bias, or in which they have acted previously in an advisory capacity. Any party may petition for disqualification of a committee member pursuant to RCW 34.05.425(4).

(5) Green River College may, in its sole discretion, contract with an administrative law judge or other qualified person to act as presiding officer and assign such presiding officer to exercise any or all of the duties in lieu of the student conduct committee and committee chair.

(6) Proceedings of the student conduct committee shall be governed by the Administrative Procedure Act, chapter 34.05 RCW, and by the model rules of procedure, chapter 10-08 WAC. To the extent there is a conflict between these rules and chapter 10-08 WAC, these rules shall control.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-190 ((Appeal—))Student conduct committee—Prehearing. (1) ~~((Proceedings of the student conduct committee shall be governed by the Administrative Procedure Act, chapter 34.05 RCW, and by the Model Rules of Procedure, chapter 10-08 WAC. To the extent there is a conflict between these rules and chapter 10-08 WAC, these rules shall control.~~

~~(2))~~ The student conduct committee chair shall serve all parties with written notice of the hearing not less than seven business days in advance of the hearing date, as further specified in RCW 34.05.434 and WAC 10-08-040 and 10-08-045. The chair may shorten this notice period if both parties agree, and also may continue the hearing to a later time for good cause shown. The notice must include:

- (a) A copy of the student conduct code;
- (b) The basis for jurisdiction;
- (c) The alleged violation(s);
- (d) A summary of facts underlying the allegations;
- (e) The range of possible sanctions that may be imposed; and
- (f) A statement that retaliation is prohibited.

~~((3))~~ (2) The committee chair is authorized to conduct prehearing conferences and/or to make prehearing decisions concerning the extent and form of any discovery, issuance of protective decisions, and similar procedural matters.

~~((4))~~ (3) Upon request filed at least five business days before the hearing by any party or at the direction of the committee chair, the parties shall exchange, no later than ~~((the third day))~~ three business days prior to the hearing, lists of potential witnesses and copies of potential exhibits that they reasonably expect to present to the committee. Failure to participate in good faith in such a requested exchange may be cause for exclusion from the hearing of any witness or exhibit not disclosed, absent a showing of good cause for such failure.

~~((5))~~ (4) The committee chair may provide to the committee members in advance of the hearing copies of:

(a) The conduct officer's notification of imposition of discipline (or referral to the committee); and

(b) The notice of appeal (or any response to referral) by the respondent, or in a case involving sexual harassment prohibited under Title IX, the complainant.

If doing so~~((7))~~; however, the chair should remind the members that these "pleadings" are not evidence of any facts they may allege.

~~((6))~~ (5) The parties may agree before the hearing to designate specific exhibits as admissible without objection and, if they do so, whether the committee chair may provide copies of these admissible exhibits to the committee members before the hearing.

~~((7) The student conduct officer))~~ (6) The committee chair, upon request, shall provide reasonable assistance to the respondent and complainant in obtaining relevant and admissible evidence that is within the college's control.

~~((8))~~ (7) Communications between committee members and other hearing participants regarding any issue in the proceeding, other than procedural communications that are necessary to maintain an orderly process, are generally prohibited without notice and opportunity for all parties to participate, and any improper "ex parte" communication shall be placed on the record, as further provided in RCW 34.05.455.

~~((9))~~ (8) Each party may be accompanied at the hearing by a nonattorney ~~((assistant of his/her choice. A respondent may elect to be represented by an attorney at his or her own cost, but will be deemed to have waived that right unless, at least four business days before the hearing, written notice of the attorney's identity and participation is filed with the committee chair with a copy to the student conduct officer. The committee will ordinarily be advised by an assistant attorney general. If the respondent is represented by an attorney, the student conduct officer may also be represented by a second, appropriately screened assistant attorney general))~~ process advisor of their choice, which may be retained at the party's expense.

(9) Each party may elect to be represented by an attorney at their own expense. The respondent and/or complainant will be deemed to have waived the right to be represented by an attorney unless, at least five business days before the hearing, written notice of the at-

torney's identity and participation is filed with the committee chair with a copy to the student conduct officer. Failure to do so may, at the discretion of the committee chair, result in a waiver of the attorney's ability to represent the student at the hearing.

(10) The student conduct committee will ordinarily be advised by an assistant attorney general. If the respondent and/or the complainant is represented by an attorney, the student conduct officer may also be represented by a second, appropriately screened assistant attorney general.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-200 Student conduct ((appeals)) committee ((hearings))—Presentations of evidence. (1) Upon the failure of any party to attend or participate in a hearing, the student conduct committee may either:

(a) Proceed with the hearing and issuance of its decision; or

(b) Serve a decision of default in accordance with RCW 34.05.440.

(2) The hearing will ordinarily be closed to the public. However, if all parties agree on the record that some or all of the proceedings be open, the chair shall determine any extent to which the hearing will be open. If any person disrupts the proceedings, the chair may exclude that person from the hearing room.

(3) The chair shall cause the hearing to be recorded by a method that ~~((he/she selects))~~ they select, in accordance with RCW 34.05.449. That recording, or a copy, shall be made available to any party upon request. The chair shall assure maintenance of the record of the proceeding that is required by RCW 34.05.476, which shall also be available upon request for inspection and copying by any party. Other recordings shall also be permitted, in accordance with WAC 10-08-190.

(4) The chair shall preside at the hearing and decide procedural questions that arise during the hearing, except as overridden by majority vote of the committee.

(5) The student conduct officer (unless represented by an assistant attorney general) shall present the college's case ~~((for imposing disciplinary sanctions))~~.

(6) All testimony shall be given under oath or affirmation. Except as otherwise provided in this section, evidence shall be admitted or excluded in accordance with RCW 34.05.452.

(7) The chair may decide that the respondent and complainant shall not directly question or cross-examine one another. Subject to this exception, all cross-examination questions by the respondent and complainant shall be directed to the committee chair, who in their discretion shall pose the questions on the party's behalf. All cross-examination questions submitted to the chair in this manner shall be memorialized in writing and maintained as part of the hearing record.

(8) In cases involving allegations of sexual harassment prohibited under Title IX, the complainant and respondent may not directly question one another or other witnesses. In such circumstances, the chair will determine whether questions will be submitted to the chair, who will then ask questions of the parties and witnesses, or allow questions to be asked directly of any party or witness by a party's

attorney or advisor. The committee chair may revise this process if, in the chair's determination, the questioning by any party, attorney, or advisor, becomes contentious or harassing.

(a) Prior to any question being posed to a party or witness, the chair must determine whether the question is relevant and not otherwise impermissible; and must explain any decision to exclude a question that is deemed not relevant, or is otherwise impermissible. The chair will retain for the record copies of any written questions provided by any party.

(b) The chair must not permit questions that are unclear or harassing; but shall give the party an opportunity to clarify or revise such a question.

(c) The chair shall exclude and the committee shall not consider legally privileged information unless the individual holding the privilege has waived the privilege. Privileged information includes, but is not limited to, information protected by the following:

(i) Spousal/domestic partner privilege;

(ii) Attorney-client communications and attorney work product privilege;

(iii) Clergy privileges;

(iv) Medical or mental health providers and counselor privileges;

(v) Sexual assault and domestic violence advocate privileges; and

(vi) Other legal privileges set forth in RCW 5.60.060 or federal law.

(d) The chair shall exclude and the committee shall not consider questions or evidence that relate to the complainant's sexual interests or prior sexual conduct, unless such question or evidence is offered to prove someone other than the respondent committed the alleged conduct, or is evidence of specific instances of prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude determination that sex-based harassment occurred.

(e) The committee may choose to place less or no weight upon statements by a party or witness who refuses to respond to questions deemed relevant and not impermissible. The committee must not draw an inference about whether sex-based harassment occurred based solely on a party's or witness's refusal to respond to such questions.

(9) The chair has the discretion in all cases to determine whether a respondent may directly question any witnesses; and if not, to determine whether questions must be submitted to the chair to be asked of witnesses, or to allow questions to be asked by an attorney or advisor for the respondent.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-210 Student conduct committee—Initial decision.

(1) At the conclusion of the hearing, the student conduct committee shall permit the parties to make closing arguments in whatever form it wishes to receive them. The committee also may permit each party to

propose findings, conclusions, and/or a proposed decision for its consideration.

(2) Within ~~((twenty))~~ 21 calendar days following the later of the conclusion of the hearing or the committee's receipt of closing arguments, the committee shall issue an initial decision in accordance with RCW 34.05.461 and WAC 10-08-210. The initial decision shall include findings on all material issues of fact and conclusions on all material issues of law including which, if any, provisions of the student conduct code were violated. Any findings based substantially on the credibility of evidence or the demeanor of witnesses shall be so identified and explained.

(3) The committee's initial order shall also include a determination on appropriate discipline, if any. If the matter was referred to the committee by the student conduct officer, the committee shall identify and impose disciplinary sanction(s) or conditions, if any, as authorized in the student conduct code. If the matter is an appeal by ~~((the respondent))~~ a party, the committee may affirm, reverse, or modify the disciplinary sanction and/or conditions imposed by the student conduct officer and/or impose additional disciplinary sanction(s) or conditions as authorized herein.

(4) The committee chair shall cause copies of the initial decision to be served on the parties and their legal counsel of record. The committee chair shall also promptly transmit a copy of the decision and the record of the committee's proceedings to the president.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-220 Appeal from student conduct committee initial decision. (1) ~~((A respondent who is aggrieved by the findings or conclusions issued by the student conduct committee))~~ Any party, including a complainant in sex-based harassment cases, may appeal the committee's ~~((initial))~~ decision to the president by filing a ~~((notice of))~~ written appeal with the president's office within ~~((twenty-one))~~ 21 calendar days of service of the committee's ~~((initial))~~ decision. Failure to file a timely appeal constitutes a waiver of the right and the initial decision shall be deemed final.

(2) The ~~((notice of))~~ written appeal must identify the specific findings of fact and/or conclusions of law in the ~~((initial))~~ decision that are challenged and must contain argument why the appeal should be granted. Appeals may be based upon, but are not limited to:

(a) Procedural irregularity that would change the outcome;

(b) New evidence that would change the outcome and that was not reasonably available when the initial decision was made; and

(c) The investigator, decision maker, or Title IX coordinator had a conflict of interest or bias for or against a respondent or complainant individually or respondents or complainants generally.

(3) Upon receiving a timely appeal, the president or a designee will promptly serve a copy of the appeal on all nonappealing parties, who will have 10 business days from the date of service to submit a written response addressing the issues raised in the appeal to the president or a designee, and serve it on all parties. Failure to file a timely response constitutes a waiver of the right to participate in the appeal.

(4) If necessary to aid review, the president may ask for additional briefing from the parties on issues raised on appeal. The president's review shall be restricted to the hearing record made before the student conduct committee and will normally be limited to a review of those issues and arguments raised in the notice of appeal.

~~((3))~~ (5) The president shall ~~((provide))~~ serve a written decision to all parties and their attorneys, if any, within ~~((forty-five))~~ 21 calendar days after receipt of the ~~((notice of))~~ appeal. The president's decision shall be final and shall ~~((include a notice of any rights to request reconsideration and/or))~~ be subject to judicial review pursuant to chapter 34.05 RCW, Part V.

~~((4) The president may, at his or her discretion, suspend any disciplinary action pending review of the merits of the findings, conclusions, and disciplinary actions imposed.~~

~~(5))~~ (6) The president shall not engage in an ex parte communication with any of the parties regarding an appeal.

AMENDATORY SECTION (Amending WSR 23-11-129, filed 5/23/23, effective 6/23/23)

WAC 132J-126-230 Summary suspension. (1) Summary suspension is a temporary exclusion from specified college premises or denial of access to all activities or privileges for which a respondent might otherwise be eligible, while an investigation and/or formal disciplinary procedures are pending.

(2) The student conduct officer, or designee, may impose a summary suspension if there is probable cause to believe that the respondent:

(a) Has violated any provision of the conduct code ~~((of conduct))~~; and

(b) Presents an immediate danger or imminent threat to the health, safety, or welfare of members of the college community; or

(c) Poses an ongoing threat of disruption of, or interference with, the operations of the college.

(3) Notice. Any respondent who has been summarily suspended shall be served with oral or written notice of the summary suspension. If oral notice is given, a written notification shall be served on the respondent within two business days of the oral notice.

(4) The written notification shall be entitled "Notice of Summary Suspension" and shall include:

(a) The reasons for imposing the summary suspension, including a description of the conduct giving rise to the summary suspension and reference to the provisions of the student conduct code or the law allegedly violated;

(b) The date, time, and location when the respondent must appear before the conduct review officer for a hearing on the summary suspension; and

(c) The conditions, if any, under which the respondent may physically access the campus or communicate with members of the campus community. If the respondent has been trespassed from the campus, a notice against trespass shall be included that warns the student that ~~((his or her))~~ their privilege to enter into or remain on college premises has been withdrawn, and that the respondent shall be considered trespassing and subject to arrest for criminal trespass if the

respondent enters the college campus other than to meet with the student conduct officer or conduct review officer, or to attend a disciplinary hearing.

(5) ~~((An officer designated by the president, who shall be some one other than the student conduct officer,))~~ The conduct review officer shall conduct a hearing on the summary suspension as soon as practicable after imposition of the summary suspension. The hearing will be conducted as a brief adjudicative proceeding (BAP).

(a) During the summary suspension hearing, the issue before the ~~((reviewing))~~ conduct review officer is whether there is probable cause to believe that the summary suspension should be continued pending the conclusion of disciplinary proceedings and/or whether the summary suspension should be less restrictive in scope.

(b) The respondent shall be afforded an opportunity to explain why summary suspension should not be continued while disciplinary proceedings are pending or why the summary suspension should be less restrictive in scope.

(c) If the ~~((student))~~ respondent fails to appear at the designated hearing time, the conduct review officer may order that the summary suspension remain in place pending the conclusion of the disciplinary proceedings.

(d) As soon as practicable following the hearing, the conduct review officer shall issue a written decision which shall include a brief explanation for any decision continuing and/or modifying the summary suspension and notice of any right to appeal.

(e) To the extent permissible under applicable law, the conduct review officer shall provide a copy of the decision to all persons or offices who may be bound or protected by it.

(6) Nothing herein shall prevent faculty members from taking summary action as may be reasonably necessary to maintain order in the classroom and/or prevent substantial disruption to the educational process. Such summary action in the form of removal from the classroom may not exceed two instructional days per episode. Any such summary action may be appealed to the vice president for student affairs, or designee, for a brief adjudicative proceeding.

AMENDATORY SECTION (Amending WSR 14-24-129, filed 12/3/14, effective 1/3/15)

WAC 132J-126-300 Recordkeeping. (1) The vice president of student affairs, or designee, shall maintain for at least six years the following records of student grievance and disciplinary actions and proceedings:

(a) Initial and final orders in cases where a student's grievance has been sustained or a disciplinary action against a student has been reversed and the student fully exonerated;

(b) The complete records in all cases where adjudication has been requested; and

(c) A list or other summary of all disciplinary actions reported or known to the vice president and not appealed.

(2) Final disciplinary actions shall be entered on student judicial records, provided that the vice president of student affairs or designee shall have discretion to remove some or all of that informa-

tion from a student's judicial record upon the student's request and showing of good cause.

(3) The disciplinary record is confidential, and is released only as authorized under the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).

REPEALER

The following sections of the Washington Administrative Code are repealed:

WAC 132J-126-060	Right to sale of personal property.
WAC 132J-126-170	Brief adjudicative proceedings—Review of an initial decision.
WAC 132J-126-280	Brief adjudicative proceedings authorized.
WAC 132J-126-290	Brief adjudicative proceedings—Agency record.

WAC 132J-126-320 Prohibited conduct under Title IX. Pursuant to RCW 28B.50.140(13) and Title IX of the Education Amendments Act of 1972, 20 U.S.C. Sec. 1681, the college may impose disciplinary sanctions against a student who commits, attempts to commit, or aids, abets, incites, encourages, or assists another person to commit, an act(s) of "sexual harassment."

For purposes of this supplemental procedure, "sexual harassment" ~~((encompasses))~~ means conduct on the basis of sex that satisfies one or more of the following ~~((conduct))~~:

(1) **Quid pro quo harassment.** A college employee conditioning the provision of an aid, benefit, or service of the college on an individual's participation in unwelcome sexual conduct.

(2) **Hostile environment.** Unwelcome conduct ~~((that))~~ determined by a reasonable person ~~((would find))~~ to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the college's educational programs or activities ~~((, or employment))~~.

(3) **Sexual assault.** Sexual assault includes the following conduct:

(a) Nonconsensual sexual intercourse. Any actual or attempted sexual intercourse (anal, oral, or vaginal), however slight, with any object or body part, by a person upon another person, that is without consent and/or by force. Sexual intercourse includes anal or vaginal penetration by a penis, tongue, finger, or object, or oral copulation by mouth to genital contact or genital to mouth contact.

(b) Nonconsensual sexual contact. Any actual or attempted sexual touching, however slight, with any body part or object, by a person upon another person that is without consent and/or by force. Sexual touching includes any bodily contact with the breasts, groin, mouth, or other bodily orifice of another individual, or any other bodily contact in a sexual manner.

(c) Incest. Sexual intercourse or sexual contact with a person known to be related to them, either legitimately or illegitimately, as an ancestor, descendant, brother, or sister of either wholly or half related. Descendant includes stepchildren and adopted children under the age of 18.

(d) Statutory rape. ~~((Consensual))~~ Nonforcible sexual intercourse between someone who is 18 years of age or older and someone who is under the age of 16.

(4) **Domestic violence.** Physical violence, bodily injury, assault, the infliction of fear of imminent physical harm, sexual assault, ~~((or stalking))~~ coercive control, damage or destruction of personal property, stalking, or any other conduct prohibited under RCW 10.99.020, committed by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the state of Washington, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the state of Washington, RCW ~~((26.50.010))~~ 26.55.010.

(5) **Dating violence.** Physical violence, bodily injury, assault, the infliction of fear of imminent physical harm, sexual assault, or stalking committed by a person:

- (a) Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- (b) Where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - (i) The length of the relationship;
 - (ii) The type of relationship; and
 - (iii) The frequency of interaction between the persons involved in the relationship.
- (6) **Stalking.** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

AMENDATORY SECTION (Amending WSR 22-08-065, filed 4/4/22, effective 5/5/22)

WAC 132J-126-420 Title IX jurisdiction. (1) This supplemental procedure applies only if the alleged misconduct:

- (a) Occurred in the United States;
- (b) Occurred during a college educational program or activity; and
- (c) Meets the definition of sexual harassment as that term is defined in this supplemental procedure.

(2) For purposes of this supplemental procedure, an "educational program or activity" is defined as locations, events, or circumstances over which the college exercised substantial control over both the respondent and the context in which the alleged sexual harassment occurred. This definition includes any building owned or controlled by a student organization that is officially recognized by the college.

(3) Proceedings under this supplemental procedure must be dismissed if the decision maker determines that one or all of the requirements of subsection (1)(a) through (c) of this section have not been met. Dismissal under this supplemental procedure does not prohibit the college from pursuing other disciplinary action based on allegations that the respondent violated other provisions of the college's student conduct code, WAC 132J-126-090.

(4) If the ((Title IX coordinator)) student conduct officer determines the facts in the investigation report are not sufficient to support Title IX jurisdiction and/or pursuit of a Title IX violation, the ((Title IX coordinator)) student conduct officer will issue a notice of dismissal in whole or part to both parties explaining why some or all of the Title IX claims have been dismissed.

AMENDATORY SECTION (Amending WSR 22-08-065, filed 4/4/22, effective 5/5/22)

WAC 132J-126-430 Initiation of discipline. (1) Upon receiving ((the)) a Title IX investigation report from the Title IX coordinator, the ((judicial)) student conduct officer will independently review the report to determine whether there are sufficient grounds to pursue a

disciplinary action against the respondent for engaging in prohibited conduct under Title IX.

(2) If the ~~((judicial))~~ student conduct officer determines that there are sufficient grounds to proceed under these supplemental procedures, the ~~((judicial))~~ student conduct officer will initiate a Title IX disciplinary proceeding by filing a written disciplinary notice with the chair of the student conduct committee and serving the notice on the respondent and the complainant, and their respective advisors. The notice must:

- (a) Set forth the basis for Title IX jurisdiction;
- (b) Identify the alleged Title IX violation(s);
- (c) Set forth the facts underlying the allegation(s);
- (d) Identify the range of possible sanctions that may be imposed if the respondent is found responsible for the alleged violation(s); ~~((and))~~
- (e) Explain that the parties are entitled to be accompanied by their chosen advisors during the hearing and that:
 - (i) The advisors will be responsible for questioning all witnesses on the party's behalf;
 - (ii) An advisor may be an attorney; and
 - (iii) The college will appoint the party an advisor of the college's choosing at no cost to the party, if the party fails to do so ~~((-3-))~~; and
- (f) Explain that if a party fails to appear at the hearing, a decision of responsibility may be made in their absence.

AMENDATORY SECTION (Amending WSR 22-08-065, filed 4/4/22, effective 5/5/22)

WAC 132J-126-440 Prehearing procedure. (1) Upon ~~((filing and serving))~~ receiving the ~~((written))~~ disciplinary notice, the chair of the student conduct committee will send a hearing notice to all parties, in compliance with WAC 132J-126-190. In no event will the hearing date be set less than 10 days after the Title IX coordinator provided the final investigation report to the parties.

(2) A party may choose to have an attorney serve as their advisor at the party's own expense. This right will be waived unless, at least five business days before the hearing, the attorney files a notice of appearance with the committee chair with copies to all parties and the student conduct officer.

(3) In preparation for the hearing, the parties will have equal access to all evidence gathered by the investigator during the investigation, regardless of whether the college intends to offer the evidence at the hearing.

AMENDATORY SECTION (Amending WSR 22-08-065, filed 4/4/22, effective 5/5/22)

WAC 132J-126-450 Rights of parties. (1) The college's student conduct procedures, chapter 132J-126 WAC, and this supplemental procedure shall apply equally to all parties.

(2) The college bears the burden of offering and presenting sufficient testimony and evidence to establish that the respondent is responsible for a Title IX violation by a preponderance of the evidence.

(3) The respondent will be presumed not responsible until such time as the disciplinary process has been finally resolved.

(4) During the hearing, each party shall be represented by an advisor. The parties are entitled to an advisor of their own choosing and the advisor may be an attorney. If a party does not choose an advisor, then the Title IX coordinator (~~or chair of the student conduct committee~~) will appoint an advisor of the college's choosing on the party's behalf at no expense to the party.

AMENDATORY SECTION (Amending WSR 22-08-065, filed 4/4/22, effective 5/5/22)

WAC 132J-126-460 Evidence. The introduction and consideration of evidence during the hearing is subject to the following procedures and restrictions:

(1) Relevance: The committee chair shall review all questions for relevance and shall explain on the record their reasons for excluding any question based on lack of relevance.

(2) Relevance means that information elicited by the question makes facts in dispute more or less likely to be true.

(3) Questions or evidence about a complainant's sexual predisposition or prior sexual behavior are not relevant and must be excluded, unless such question or evidence:

(a) Is asked or offered to prove someone other than the respondent committed the alleged misconduct; or

(b) Concerns specific incidents of prior sexual behavior between the complainant and the respondent, which are asked or offered on the issue of consent.

(4) Complainant and respondent may not ask questions directly of one another. Questions may be asked through a party's advisor or by the chair, after the chair determines the question is relevant and not privileged or otherwise impermissible. The chair has discretion to follow this procedure for other witnesses as well.

(5) No negative inference: The committee may not make an inference regarding responsibility solely on a witness's or party's absence from the hearing or refusal to answer questions.

~~((+5))~~ (6) Privileged evidence: The committee shall not consider legally privileged information unless the holder has effectively waived the privilege. Privileged information includes, but is not limited to, information protected by the following:

(a) Spousal/domestic partner privilege;

(b) Attorney-client and attorney work product privileges;

(c) Privileges applicable to members of the clergy and priests;

(d) Privileges applicable to medical providers, mental health therapists, and counselors;

(e) Privileges applicable to sexual assault and domestic violence advocates; and

(f) Other legal privileges identified in RCW 5.60.060.

AMENDATORY SECTION (Amending WSR 22-08-065, filed 4/4/22, effective 5/5/22)

WAC 132J-126-470 Initial order. (1) In addition to complying with WAC 132J-126-210, the student conduct committee will be responsible for conferring and drafting an initial order that:

- (a) Identifies the allegations of sexual harassment;
 - (b) Describes the ~~((grievance and disciplinary procedures, starting with filing))~~ procedural steps taken from receipt of the formal complaint through the determination ((of responsibility)), including ((notices)) any notifications to parties, interviews with witnesses and parties, site visits, methods used to gather evidence, and hearings held;
 - (c) Makes findings of fact supporting the determination ~~((of responsibility))~~;
 - (d) Reaches conclusions ~~((as to whether the facts establish whether the respondent is responsible for engaging in sexual harassment in violation of Title IX))~~ applying the conduct code to the facts;
 - (e) Contains a statement of, and rationale for, the ~~((student conduct committee determination of responsibility for each allegation))~~ result as to each allegation, including a determination regarding responsibility;
 - (f) Describes any disciplinary sanctions or conditions imposed against the respondent, if ~~((any))~~ the committee determines the respondent violated the conduct code;
 - (g) ~~((Describes to what extent, if any, complainant is entitled to))~~ Determines whether remedies designed to restore or preserve complainant's equal access to the college's education programs or activities will be provided by the college; and
 - (h) Describes the process for appealing the initial order to the college president.
- (2) The committee chair ~~((of the student conduct committee))~~ will serve the initial order on the parties simultaneously.

AMENDATORY SECTION (Amending WSR 22-08-065, filed 4/4/22, effective 5/5/22)

WAC 132J-126-480 Appeals. (1) All parties, including the student conduct officer in their capacity as a representative of the college, have the right to appeal from the determination of responsibility and/or from a dismissal, in whole or part, of a formal complaint during the investigative or hearing process. Appeals must be in writing and filed with the president's office within 21 days of service of the initial order or notice of dismissal. Appeals must identify the specific findings of fact and/or conclusions ~~((of law))~~ in the initial order or notice of dismissal that the appealing party is challenging and must contain argument as to why the appeal should be granted. Failure to file a timely appeal constitutes a waiver of the right to appeal and the initial order or notice of dismissal shall be deemed final.

(2) Upon receiving a timely appeal, the president's office will serve a copy of the appeal on all parties, who will have 10 business

days from the date of service to submit written responses to the president's office addressing issues raised in the appeal. Failure to file a timely response constitutes a waiver of the right to participate in the appeal. Upon receipt of written responses, the president's office shall serve copies of the responses to the other parties.

(3) Parties receiving a copy of the responses shall have five business days in which to submit a written reply addressing issues raised in the responses to the president's office.

(4) The president or their delegate, based on their review of parties' submissions and the hearing or investigative record, will determine whether the grounds for appeal have merit, provide the rationale for this conclusion, and state whether a dismissal ((if)) is affirmed or denied, or if the disciplinary sanctions and conditions imposed in the initial order are affirmed, vacated, or amended, and, if amended, set forth the new disciplinary sanctions and conditions.

(5) The president's office shall serve the final decision on the parties simultaneously.

(6) All administrative decisions reached through this process are and may be judicially appealed pursuant to applicable provisions of chapter 34.05 RCW including, but not limited to, the timelines set forth in RCW 34.05.542. (~~No decisions or recommendations arising from this disciplinary procedure will be subject to grievance pursuant to any collective bargaining agreement.~~)

NEW SECTION

The following section of the Washington Administrative Code is decodified and recodified as follows:

Old WAC Number	New WAC Number
132J-126-320	132J-126-410



The Board of Trustees of Green River College District No. 10 will meet in the Zgolinski Center Boardroom at 12401 SE 320th St., Auburn, WA 98092, on the following dates in 2026:

Thursday, January 15
Thursday, February 19
Thursday, March 19
Thursday, April 16
Thursday, May 21
Thursday, June 18

Thursday, July 16
Thursday, August 20
Thursday, September 17
Thursday, October 15
Thursday, November 19
Thursday, December 17



Report to the Board of Trustees of College District No. 10

Report Title: Student September to October Report

Department: Associated Students of Green River College

Prepared By: Mason LaMonica, ASGRC President

Date of Board Meeting: 10/16/2025

Executive Summary

The purpose of this recurring report is to provide student voice to the highest levels of the college, making sure to bring student activities to the attention of individuals and departments that are not always student-facing. The intent is to influence the decision-making process around Green River College to be student centric.

The overarching goal of this particular report is to bring updates on various aspects of student life that has happened between each board report, covering updates around the Associated Students of Green River College, the Student Union 240 office, general student comments and complaints, and various club event updates highlighting student engagement.

The report for the September to October focuses on outlining and establishing reporting on different ways students get involved on campus, issues around the RAC, and general student involvement so far.

Details

Associated Students of Green River College (ASGRC) In terms of ASGRC, we have been working on various different tasks. Our biggest focus has been on doing hiring for our Student Involvement Coordinator position. We collected and ranked more than 30 student application forums, narrowing it down to 9 interviews, and selected the best candidate from the pool.

On top of that, we spent time collecting and listening to feedback around the RAC hours, the number one issue students have presented so far this year, which is covered more in the financial report.

In terms of individual tasks, we have worked on revamping and fleshing out our new system for Club Funding and trying to make it more accessible for clubs to get funding for events on campus. We also have focused on improving marketing, such as offering assistance with making new posters and working towards updating the poster boards around campus.

Gator Activities Board (GAB) In terms of GAB, they have done a lot of work for the first week programming to introduce students to campus. This included helping with Campus Guides, hosting a Magician for Magical Gator, and more. Some more events include Gator Games (Where students played different board games and a Nintendo Switch competition), an Outdoor Movie Night, Vibe Bingo (Musical Bingo), a Drag Show, and more.

Office of Diversity, Equity and Inclusion (ODEI) In terms of ODEI, they have focused on continuing programming and running the Book Loan program. There have been no issues with the Book Loan program the ODEI runs, and it continues to serve a multitude of students across campus. The two events ODEI has put on have been The Art of Healing with Candance Casady and the UTOPIA Volunteer Event.

International Student Ambassadors (ISA) In terms of ISA, they have focused on onboarding new international students for Fall. The highlight of their programming would be New Student Orientation alongside Adventure Trip. Some more programming includes a Cookie Social where students could meet other students, a shopping trip, and more, with plenty of upcoming planned events including the Halloween Party.

Club & Event Reports In terms of club activity, we are hosting a club fair on October 15th. I would invite the Trustees to attend if possible, as this is an excellent time to walk around and see different types of student engagement on campus, which falls in line with the mention of going to more events last board meeting. Two club highlights in this time period would first be the Vietnamese Student Association (VSA): Mid-Autumn Event. This even saw a student attendance of 197, not including our amazing club members who ran the event. This was in collaboration with International Student Ambassadors (ISA) Campus Corner Apartments (CCA) Resident Assistants (RA). We hope to continue the trend as the year goes on of having cross-department collaborative events as this highlighted the amazing results we can get out of it. Furthermore, clubs have started meeting on campus, with some like the Khmer Student Association (KHSa) having 47 students attend, a amazing pre-club fair turn out. Following in the Financial impact will be a breakdown of different requests clubs have made for funding from the 522 club budget.

Student Complaints, Concerns, and Comments In terms of student at large input, we continue to hear a lot of feedback from students regarding the RAC.

Financial Impact

The first item of business ASGRC passed this year was approving \$40,400 for staffing for the RAC from the 522 reserve fund. There was discussion around how to staff the position that was cut, especially in a timely matter as we get a lot of feedback around the short RAC hours. Even with discussion around the 522 and the money being marked for programming, it was ultimately decided to provide salary funding for half the position this year.

Motion Requested

N/A

Acronyms Used

Associated Students of Green River College (ASGRC)

Campus Corner Apartments (CCA)

Gator Activities Board (GAB)

International Student Ambassadors (ISA)

Khmer Student Association (KHSa)

Office of Diversity, Equity and Inclusion (ODEI)

Recreation and Athletics Center (RAC)

Resident Assistants (RA)

United Territories of Pacific Islanders Alliance Washington (UTOPIA)

Other Information or Questions

The only other questions I have on behalf of the student body would be;

Following up on the last board meeting, what steps have been taken to ensure a level of safety for all faculty, staff, students, and other works at Green River College? What steps have the faculty union taken to define and ensure a level of academic freedom for teachers?



Report to the Board of Trustees of College District No. 10

Report Title: SBCTC: 2025-2026 Middle Leadership Academy Fellows

Department: Office of EDI

Prepared By: Kit Alston, Interim Vice President of EDI

Date of Board Meeting: 10/16/2025

Executive Summary

The Washington State Board for Community and Technical Colleges (SBCTC) Student Success Center has launched the 2025–2026 Middle Leadership Academy (MLA), a statewide initiative aimed at cultivating equity-centered mid-level leadership across Washington’s 34 community and technical colleges. This strategic program supports the implementation of Guided Pathways reforms by equipping mid-level professionals with the skills and knowledge to lead institutional change, drive student success, and champion equity in practice.

The Academy addresses a critical gap in leadership succession by preparing participants to assume senior roles through six in-person sessions and a yearlong Pathways Project. Grounded in equity and student-centered transformation, the MLA reinforces the core principles of Guided Pathways: clarifying academic paths, supporting student onboarding, ensuring persistence, and embedding culturally responsive learning.

Green River College plays a prominent role in the inaugural cohort. Two senior leaders—Dr. Angela Davis and Kit Alston—have been selected as Coaches, mentoring Fellows and guiding project implementation. Additionally, three mid-level leaders from the college will serve as Fellows, collaborating on equity-driven initiatives to enhance student outcomes.

The MLA represents a significant investment in leadership development and institutional reform, reinforcing Washington’s commitment to equitable student success.

Details

The Washington State Board for Community and Technical Colleges Student Success Center is proud to launch the 2025–2026 Middle Leadership Academy—a systemwide professional learning initiative designed to strengthen the leadership pipeline across Washington’s 34 community and technical colleges. As our colleges continue to lead in transforming the student experience through Guided Pathways, the need for equity-centered mid-level leadership has

never been more urgent. The Middle Leadership Academy represents a strategic investment in the practitioners who bridge institutional vision with day-to-day implementation.

Why This Academy Matters

A major challenge to sustainable college reform is the frequent turnover of key leadership roles. Many institutions lack a strong pipeline of mid-level professionals who are ready to assume senior responsibilities when vacancies arise. This academy addresses that gap by cultivating professionals equipped to lead with purpose, drive student success, and champion equity in practice, not just in principle. Through six in-person sessions and a yearlong Pathways Project, participants will engage in practical, evidence-based leadership development that can be applied immediately upon return to campus. This academy is grounded in equity, student-centered transformation, and the core principles of Guided Pathways. It complements SBCTC's broader leadership development strategy and aligns with the goals of the state-endorsed *Guided Pathways* framework. These principles include:

Clarifying the Paths – Creating structured academic programs that are easy to navigate and aligned with career and transfer goals.

Helping Students Get on a Path – Providing intentional onboarding, advising, and support so students can choose and enter a pathway early.

Keeping Students on the Path – Offering proactive guidance and interventions to ensure students stay on track and persist through completion.

Ensuring Students Are Learning – Embedding applied learning, critical thinking, and culturally responsive pedagogy into every program to ensure high-quality outcomes.

The Middle Leadership Academy is designed to equip participants with the knowledge and leadership skills to advance these pillars in practice through institutional reform, cross-functional collaboration, and equity-centered action.

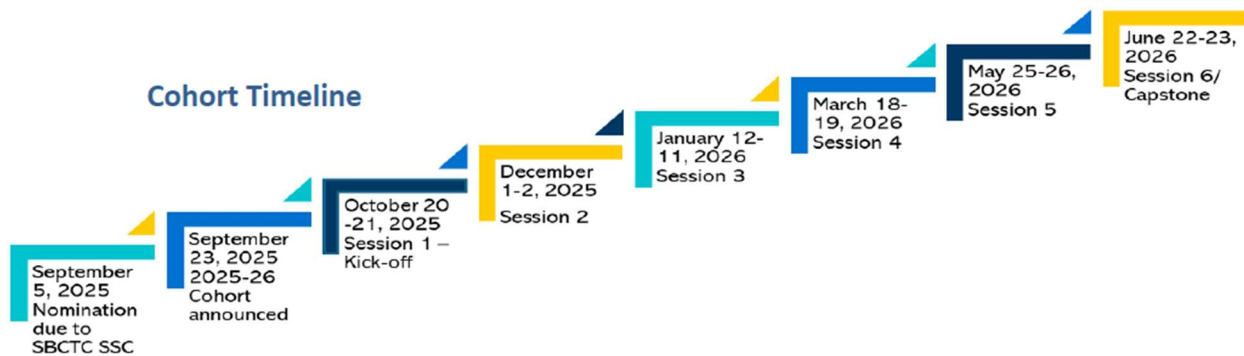
Colleges are strongly encouraged to consider nominees who are:

- forward-looking leaders with a strong commitment to the success of students and the improvement of the college community.
- from diverse backgrounds (i.e., race, ethnicity, gender, etc.).
- representing different functional areas of the institution. We recommend that colleges balance the nominations with individuals from academic affairs, administrative, and/or student service roles.
- available to attend and participate in all Leadership Academy activities.

What Participants Will Gain

- Deep knowledge of Washington's higher education and reform landscape

- Core leadership competencies grounded in racial equity and systems thinking
- Applied skills in managing institutional change, partnership building, and transformational leadership
- Opportunities to implement a Pathways Project that supports real-time improvements in student success
- A network of statewide peers dedicated to advancing equitable practices across institutions



Looking Ahead

This Academy is more than a professional development program. It is an investment in our collective future. By identifying and supporting the next generation of equity-minded leaders, we build the leadership capacity necessary to sustain reform and ensure every student has the opportunity to succeed.

Academy Schedule and Learning Modules (2025–2026)

Session	Date	Modules
Session 1 – Kickoff: The Essential Roles of Leadership in Student Success	October 20-21, 2025 (SBCTC Office – Olympia)	- Understanding Washington’s Community and Technical Colleges and their Students - Defining Student Success - Using a Data-Driven Approach to Student Success
Session 2: Keeping Students’ End Goals in Mind	December 1-2, 2025	- Improving Labor Market Outcomes - Improving Transfer at Scale
Session 3: The Student Experience	January 12-11, 2026	- Improving Teaching and Learning - Designing Holistic Student Supports
Session 4: Transformational Leadership for Student Success	March 18-19, 2026	- Defining Transformational Leadership Qualities - Centering Student Needs as a Core Component of Leadership
Session 5: Managing and Advancing Institutional Change	May 25-26, 2026	- Building Strong Teams for Institutional Transformation - Using Finance Strategically to Advance Reforms
Session 6: Effective External Partnerships and the Leadership Journey	June 22-23, 2026	- Leading Highly Effective External Strategic Partnerships - Improving Dual Enrollment Partnerships - Reflecting on Your Personal Leadership Journey

Middle Leadership Academy 2025–26 Participation Update

Green River College is proud to announce its active participation in the inaugural cohort of the Washington State Student Success Center’s Middle Leadership Academy (MLA), a new professional learning initiative designed to strengthen equity-centered leadership and advance Guided Pathways reforms across Washington’s community and technical colleges.

Two distinguished leaders from Green River College have been selected to serve as Coaches for the 2025–26 MLA cohort:

- **Dr. Angela Davis**, Senior Vice President, Chief of Staff
- **Kit Alston**, Interim Vice President of Equity, Diversity, and Inclusion

As Coaches, they will mentor teams of Student Success Fellows throughout the year-long Pathways Project. Their role includes supporting leadership development, offering guidance and feedback, and helping Fellows connect learning to practice. Coaches are expected to meet with their teams six times during the Academy, attend at least one session, and provide input on final project deliverables.

In addition, three mid-level leaders from Green River College have been selected as Middle Leadership Academy Fellows:

- **Lionel Candido Flores**, Interim Dean of College and Career Pathways, HealthSci, Edu, Wellness

- **Mark Brown**, Director of Learning and Development
- **David Larsen**, Dean of Enrollment and Completion Student Affairs

These Fellows will collaborate on a year-long Pathways Project, applying equity-centered leadership strategies to advance student success initiatives. Their participation reflects Green River College’s ongoing commitment to leadership development and equity-driven reform.

MLA Fellows Installation Ceremony – Upcoming Event

The **Middle Leadership Academy (MLA) Fellows Installation Ceremony** is scheduled for **Sunday, October 19, 2025, at 5:30 PM** at the **Hilton Olympia**. This event will formally welcome the **2025–26 MLA Fellows** and recognize the contributions of participating colleges and institutional leaders.

Program highlights include:

- Opening remarks by the **SBCTC Executive Director**
- Greetings from **WACTC Presidents**
- Formal recognition of the incoming **MLA Fellows**
- Acknowledgment of coaches supporting applied project work that enhances **Guided Pathways implementation** across the system

This ceremony reflects the statewide commitment to equity-minded leadership and collaborative advancement of student success initiatives.

Financial Impact

N/A

Motion Requested

N/A

Acronyms Used

Equity, Diversity, Inclusion (EDI)

Middle Leadership Academy (MLA)

Washington State Board for Community and Technical Colleges (SBCTC)

Other Information or Questions

N/A



Report to the Board of Trustees of College District No. 10

Report Title: Faculty Report - October 2025

Department: Instruction

Prepared By: David Norberg

Date of Board Meeting: 10/16/2025

Executive Summary

One concern from last year that needs to be addressed is the high number of administrators who hold interim positions. Some have held the interim title for more than a year, and the College has yet to begin searches for permanent hires. We recognize that interim appointments are necessary to fill unexpected vacancies in critical positions, and we understand that there may be a need to revise job descriptions, assess needs, restructure, or do other preliminary work that takes time. No plans or updates on the status of these positions, however, have been communicated to the campus community, and there is growing frustration over the lack of information and/or progress to begin hiring processes.

Maintaining interim positions for an overly long period of time has several negative effects on the College. First, while no position is permanent forever, those in interim positions do not have the stability to engage in effective long-term planning. We all know that they hold interim positions and that initiatives they begin might be quickly eliminated by their successors. Simply put, our dependence on interims leads to stagnation and a sense that critical work needs to be put on hold. Additionally, overreliance on interims diminishes faculty voice. Faculty members serve on hiring committees and can ask questions and provide feedback on finalists through candidate forums. Finally, dependence on interims breeds cynicism. There is a general assumption, whether fair or not, that interim administrators want to be hired into permanent positions and will be less likely to rock the boat to stay in the good graces of the College president. The existence of so many long-time interims undermines confidence.

On a positive note, faculty leaders were frustrated by the growing number of interim deans and asked that action be taken last spring. Interim Vice President of Instruction Jamie Fitzgerald responded, and two hiring processes are now getting underway.

At the executive level, however, no good reasons have been given for the lack of progress in hiring permanent positions, and we ask that the Board demand answers. If there is a need for restructuring, then who is doing that work? When will we hear updates on that work? When can we anticipate that it will be finished? If there is no need for restructuring, then why haven't hiring committees been formed? When will they be formed? In general, what is the plan to get us to a more stable place?

Details

See above

Financial Impact

N/A

Motion Requested

N/A

Acronyms Used

N/A

Other Information or Questions

N/A

Dear Chair Navas, Vice-chair Boschok, Trustee Ramirez Robson, Trustee Chu and Trustee Pierini –

Please find below my written report to the Board for the October BoT meeting. You will find two communications which I have shared with the college addressing the academic year ahead, federal funding cuts and our commitment to students and our college mission.

Thank you,

Suzanne

Communication sent 10/1/2025: Federal Grant Cuts, Our Commitment to Students and our Mission, and Government Shutdown

Dear Green River Community,

At our Opening Day event, I shared information about disruptions to Federal grants from the U.S. Dept. of Education, including our AANAPISI grant and one of our TRiO grants, specifically our TRiO Student Support Services “Classic” grant. Today, I want to provide more information about these funding changes and what they mean for our college.

The Role of Federal Support at GRC

Green River College receives nearly \$14 million in Federal support annually. Financial aid and grants like TRiO and AANAPISI help our students each year in many ways. Most Federal support is distributed directly to students through financial aid and work study. More than half of our students receive need-based financial aid through Pell Grants, 40 percent of our student population is first generation to college, and approximately 30 percent identify as Asian, Asian American or Pacific Islander.

Federal programs like AANAPISI and TRiO are designed to level the playing field for first-generation, low-income, and underrepresented students. TRiO has been a cornerstone at Green River for nearly 30 years, while AANAPISI is a newer grant reflecting the needs of our changing student body. What these grants do for our students is not abstract; they pay for tutors, textbooks, financial aid, and the chance to stay in school.

The Impact of Grant Losses

The loss of these grants from the Federal government will be deeply felt. The nonrenewal of our 5-year TRiO SSS grant (2025 – 2030) represents a \$1.8 million decrease in funding, while terminating our AANAPISI grant means nearly \$1.2 million less over the remaining 3 years of our original grant period.

For colleges without alternative financial resources, this could mean students having fewer tutors, less emergency aid, and new barriers to transferring or completing a degree. Many of these students are working to break cycles of intergenerational poverty. For staff, it creates uncertainty about the future of their work and concern about the students who are served by these grants. As a college we must now determine how best to continue meeting these needs. Colleges across the nation are facing the same challenges. Before moving forward with information about what GRC is doing to address the cancelled grants, it is also important to note that our TRiO STEM grant was renewed for the next five years, and we will still be a TRiO college. This is an achievement that reflects the dedication of many, and it deserves our recognition.

How GRC Is Responding

GRC remains committed to the students, employees, and communities who rely on these programs, and we are seeking innovative ways to continue to provide the education and support services impacted by these funding losses. We must ensure that higher education continues to be a place where all students can learn, thrive, and build meaningful futures. Access to post-secondary education and credentials are essential to that.

Recognizing the shifting policy landscape and growing attacks on higher education, **we built a Federal funding contingency fund into this year's operating budget as part of our fiscal sustainability work. This reserve allows us to continue student support services without disruption and maintain staffing, even as Federal grants are reduced.** As a result, the College will be able to maintain funding for our [TRiO Student Support Services](#) and [Pono Program](#), our AANAPISI-funded student support program, through August 2026. Along with this, we will begin working on permanent solutions beyond this academic year.

Externally, the College is working with SBCTC, other state offices, Congressional members, and national organizations to respond to these grant cancellations. Sarah Postel, our Director of TRiO, has been key in addressing the cancellation of our TRiO SSS grant. Together, we have had ongoing communication with our Congressional members throughout the summer. With the discontinuation of the AANAPISI grant, I have also been in direct contact with Congressional members to underscore how these cuts harm our students and communities. Advocacy at the local, state, and national levels, and ensuring the critical role of community colleges and GRC in south King County is understood, remains my priority.

How You Can Help

At the college you can help too. Members of the college have been asking if these programs will continue to provide essential support to students and if faculty and staff should still refer students to them. The answer is yes, please do! While GRC continues its advocacy outside the college it is important for us to continue to serve our students. Our students' needs still exist, and we must find ways to address them at the college so our communities can succeed.

This is not only about one or two programs at our college or one college. It reflects a national question of whether higher education remains within reach for all students including low-income, marginalized, and first-generation students. Green River is not alone; colleges across Washington and the nation are navigating the same realities. We must work together to ensure our students are not left behind and have equal opportunities to access education and resources on their path to persistence.

I also want to inform you that there have been other funding delays and cancellations that have affected the College. This year's funding for Adult Basic Education programs and Perkins funding for our CTE programs has been significantly delayed and are at continued risk of being eliminated in the next Federal budget. In addition, a grant from the National Science Foundation funding the LSAMP programs at Green River, North Seattle, and Pierce colleges was canceled and a grant from the Department of Education to support foreign language and international education was canceled. Again, other colleges across the nation have had similar experiences over the past nine months.

Looking Ahead

We cannot predict the ultimate outcome of the Federal grant funding cancellations. However, we can be clear about our approach to the loss of this funding. It is our intent to find ways to ensure the continuation of these needed student supports and to ensure we have the staff to provide these student services. What this looks like and how we do it, is to be determined and requires us to work collaboratively and innovatively.

What the Federal Shutdown Means for Green River

As the Federal government shutdown takes effect, Green River is prepared to continue supporting our students and employees without interruption. Our Business, Grants, and Financial Aid offices have proactively drawn down available funds to minimize disruption and will continue to do so. Based on communications Friday and the past two days from the SBCTC and Federal agencies, we have taken all steps possible to minimize any disruptions to students or employees.

In addition, our Federal funding contingency established in this year's operating budget positions the College to continue operations without significant interruption. Grants and aid will continue to be distributed, and we will not be furloughing or laying off employees, even if you hear of such measures at other colleges or agencies. We will continue to monitor, assess and adjust as needed. For now, however, students and employees should expect services to continue while we monitor developments closely.

In Closing

These are extremely challenging times in higher education. Green River, like other colleges and universities, has not faced these sorts of challenges before. As I said on Opening Day, I encourage all of us to "Choose Hope." Hope is not our only response, but it is the mindset that fuels our actions. It is what drives us to advocate, to innovate, and to care for one another because we believe there can be a positive outcome. By choosing hope, we remind ourselves that our work has meaning, our voices carry weight, and our students' futures remain full of possibility, and we have the ability to affect the ultimate outcome.

I believe we all want our communities to thrive. I also know that we will find a way through these more challenging times even though the path is not immediately clear. We must find ways to continue to provide education pathways to brighter futures for our communities.

Thank you for your resilience, your compassion, and your unwavering commitment to our students and mission. Next week, following our census date and our final enrollment report, I'll be sharing my annual welcome back communication that will include important information for you to know beyond the issue of Federal funding as we start the academic year.

We will get through these times.

Suzanne

Communication sent 10/9/2025: Welcome to the academic year / message from the president

Dear Green River College community,

As we begin this new academic year, please reflect on the power of Opening Day and of our shared commitment to **One College, One Community, One Vision**. This theme reminds us that our greatest strength lies in working together to remove barriers, open doors, and help every student reach their goals.

Each of us plays an essential role in creating an inclusive, supportive, and respectful environment where every student can thrive. When we align our efforts

10/16/2025 TAB H

across departments and divisions, we ensure that our students experience a consistent and high-quality educational journey that reflects our shared values of community, belonging, and excellence. As we move forward together, I encourage each of you to engage with colleagues across the college to strengthen collaboration, reflect on how your work supports student success, and take part in upcoming professional development opportunities. Please share ideas and feedback that help us grow together as one community.

It is easy to become fractured as a community during times of challenge and stress and to lose sight of what we all have in common. There are no sides when it comes to student success. We all want our students to succeed. And our students need all of us to succeed, not just some of us. We must work together to be an inclusive and supportive community for all students.

We are stronger together than apart; we need to build on each other's strengths to create a learning environment where our students shape their academic outcomes and their extraordinary futures beyond their time at this college.

With this shared dedication to student success at the heart of our work, we turn to the year ahead, a time that brings both opportunities and challenges. Together, we will continue to move forward with transparency, focus, and purpose as we strengthen enrollment, steward our resources wisely, and advance the mission of Green River College.

Important Updates

Fall Term by the Numbers

The Fall 2025 enrollment totals indicate that we have exceeded the 2024 final totals and almost met 2019 final totals. The current annualized FTE total figure for Fall 2025 is 2772.25 (post -10-day census data), which represents a +6.5% increase above the Fall 2024 final figures. Compared to the Fall 2019 total, the current Fall is nearly the same -1.7%. This growth is mainly driven by gains in Running Start and state-funded student enrollment. Running Start FTE enrollment is +9.7% above Fall 2024 and +23.3% more than Fall 2019. The state-funded FTE totals are +9.4% ahead of Fall 2024 and -1.9% of Fall 2019. There are some noticeable enrollment declines in two areas, Worker Retraining at -18.2% and international student enrollment at -8.2% compared to Fall 2024; the latter has been affected by various dynamics impacting international student visa regulations. Overall, our enrollment indicates strong recovery and momentum, though challenges persist in international student enrollment and worker retraining programs.

Continued Commitment and Progress in Fiscal Sustainability

Over the summer, key workgroups advanced major initiatives: the Operational Efficiency & Resource Optimization Workgroup created a cost-benefit analysis framework for project and purchase proposals with tools for tracking, evaluating, and reporting that will be piloted this quarter; the Strategic Planning & Alignment Team reviewed the GRC Strategic Plan, and ensured alignment with financial resources, and generated over 40 innovative ideas through a brainstorming workshop; and the Budget Transparency & Accountability Workgroup completed auditor selection to independently review financial practices, assess communication, and improve transparency and confidence in the College's financial operations. Lastly, the Leadership and Culture Workgroup is collaborating with the Business Office to build an easy-to-understand financial progress report that can be shared with the campus. This summer's collaborative work has positioned us well for the year ahead.

The progress and work of the Fiscal Sustainability Task force is vital to our continued commitment to ensuring Green River College fulfills its mission today, and in the years to come. As this work progresses, updates and frequently asked questions will be shared on the [Fiscal Sustainability GatorNet page](#).

Budget Update FY25-26

As we conclude the 2024–2025 fiscal year, the college successfully achieved substantial savings within our operating budget. In response to last year's financial shortfall identified in the fall term of 2024, the college implemented a series of strategic measures, including a strategic hiring freeze, reductions in non-essential spending, partial reliance on the unrestricted fund balance, and a temporary suspension of contributions to our financial reserve. Because of the coordination and collaboration across the college, we met our savings goals and preserved our needed fund balance. Along with a strong overall enrollment and increased participation in the Running Start program we enter this year in a stronger financial place than was anticipated this past winter

As you may recall, last winter, we proceeded to work on an overall 5% reduction of our operating budget for 25-26 fiscal year so that we could maintain a balanced budget and preserve fund balance. Again, as a result of collaboration across the college, we were able to achieve this overall budget reduction. At that time, we also proposed that this same level of reduction would be needed for two additional years for a total of 3 years of reductions (the 5-5-5 plan).

At the time the plan was developed, there were a number of factors that would impact the model, i.e. what federal funding we might receive or lose based on changing actions of the federal government; there were concerns with international student enrollment due to visa processing delays; we knew we would be receiving less funding through our state allocation due to an overall decrease in funding by the legislature to the CTC system, and we could not reliably predict where our enrollment would land the rest of the academic year and the start of this year. All of these factors led us to taking a very conservative and proactive cost savings plan last academic year while prioritizing keeping staff and faculty employed.

There is positive news regarding the initially proposed 5-5-5 plan. Thanks to our excellent work in 24 –25, strategic fiscal planning to offset state and federal funding changes, and healthy enrollment in both state-supported and Running Start students, we are currently reevaluating our approach for the upcoming budget year. Based on current projections, we anticipate a reduction target of less than 5% this year. This target remains flexible and is not yet set. More evaluation is needed now that our enrollment numbers have been finalized for fall term, and we continue to evaluate the other variables mentioned to determine the best proactive course to take this year.

It remains essential that we continue to exercise fiscal discipline and closely monitor federal and state financial developments and actions that could negatively impact international student enrollment. There will be more to come as the fall term moves forward. For an overview of the Federal funding impacts on the college since this past winter, please see my October 1 email on Federal Grant Cuts, Our Commitment to Students and our Mission, and Government Shutdown sent last week.

Areas of Focus This Year

Pathways to Student Success: Integration of GPAT and SEM

The merger of the Guided Pathways Advisory Team (GPAT) and Strategic Enrollment Management (SEM) at Green River College aligns the work of the two committees into a single committee, reducing duplication of work, increasing stakeholder representation, and bringing campus-wide visibility to these improvement efforts.

This work includes:

- Improving collaborative efforts between student-advising areas in the Student Affairs division (e.g., CAC, Running Start, TRiO, Veteran Services, and PONO), Counseling Services, and faculty advisors.
- Navigate360 implementation and expansion.

- Advising redesign work (orientation, onboarding, academic plans, progress monitoring)”

The key reasons for merging the two teams are to achieve a shared vision, optimize resources, and foster strategic cohesion that improves student outcomes. Combining the efforts of GPAT and SEM enables greater optimization of resources and expertise across the college, and the merger of both committees will enhance the strategic alignment of initiatives, ensuring that all efforts are directed toward common goals.

Over the past five years, we’ve made significant progress in researching, assessing, and now implementing student success strategies that position us to become a more student-ready College.

Key initiatives include:

- Areas of Interest and program maps have been launched and are actively guiding students who are making decisions about how to meet their desired goals.
- New placement methods have been implemented, and we are currently evaluating their effectiveness.
- We continue to expand our use of EAB Navigate, a student success platform that enhances our ability to engage with students and monitor their progress.
- Pre-college math and English pathways have been streamlined and strengthened with additional supports in co-requisite and integrated learning models.
- Professional and faculty advising is in the second year of a thoughtful redesign.
- Our Strategic Enrollment Management (SEM) plan has entered the implementation phase.

As part of this work, Guided Pathways and the SEM Steering Committee will integrate into a unified Student Success Team. This team will lead the ongoing implementation, evaluation, and refinement of our student support strategies to enhance teaching and learning environments. This group will continue cross-campus collaboration to ensure effective and responsive course offerings and scheduling for on-time completion of credentials or transfer for all students.

This is an exciting and pivotal step in transforming how we serve our students across both Instruction and Student Affairs.

Accreditation NWCCU 6-year report and more

Accredited by the Northwest Commission on Colleges and Universities (NWCCU), GRC is currently in the sixth year of the seven-year accreditation cycle. Multiple accreditation compliance and data management activities are ongoing, led by our Accreditation Liaison Officer (ALO), Dr. Miriam Chitiga. The two major campus-wide initiatives relate to the Ad Hoc Recommendation for continuous improvement in student learning and the review of policies, regulations, and finances that ensure continued mission fulfillment.

The recommendation addressing student learning outcomes requires the systematic assessment of all student learning outcomes (SLOs) and the use of results to continually improve student learning and overall success at the course, program, and institutional level. In the 2025 Winter term, we submitted a required Ad Hoc Report detailing how multiple campus areas, including Student Affairs and Instruction, are working to support the targeted areas to enhance student success. We are pleased that the NWCCU **accepted the report and removed 4 of the cited standards** from the revised recommendation of student learning outcomes.

2025-26 Accreditation Priorities

In this academic year, the ALO is continuing to work closely with the VPI, Jamie Fitzgerald, to help Instruction continue to address systematic SLO assessment. Simultaneously, the ALO is working with campus-wide colleagues to collect required information regarding our policies, regulations, and finances in preparation for the Winter submission of the Year 6 Accreditation Report. Lastly, more data gathering and analysis will be continually taking place in preparation for the Year 7 Report.

Campus Climate & Community

A climate survey of all employees will be conducted this academic year and will likely begin prior to the end of the fall term.

Conducting a campus climate survey offers an organization valuable opportunities to strengthen its commitment to equity, inclusion, and student success. It provides data-driven insights that inform strategic planning and helps identify both strengths and areas for improvement across the institution. A comprehensive employee climate survey fosters transparency and builds trust. It also supports accountability by establishing benchmarks for progress and guiding the development of policies, training, and interventions that address identified needs. A positive campus climate contributes to improved recruitment and retention of employees, enhances collaboration, and aligns the community around shared values and goals. Ultimately, the survey serves as a powerful tool for shaping a more inclusive, respectful, and student-centered environment.

Your active support is essential, not only in championing the survey but also in encouraging participation, engaging with the results, and driving meaningful change based on what we learn together. Stay tuned for updates on the employee climate survey.

Email Usage Policy Development

As part of our commitment to clear and effective communication, we are forming a working group from across the college to create a policy on the use of the *all-college* email list. This group will develop guidelines that support timely, appropriate, and inclusive communication across the college community.

The goal is to ensure the all-college e-mail is used in ways that best serve our mission and values. We want to strike a balance between sharing important information broadly and respecting everyone's time and attention.

Once the draft policy is developed, it will be submitted for review under the College's Policy Development process and shared with you for feedback before final adoption.

Campus Safety and Well-Being

Over the spring and summer, the Assistance and Care Team, Campus Safety, and College Relations worked together to create a new webpage that brings all campus reporting options together in one place. The new page, [*Just Report It*](#), can be found in the footer of every page on greenriver.edu.

You can use [*Just Report It*](#) to share a concern or file a report about disruptive behavior, sexual harassment or Title IX violations, unlawful harassment, discrimination or retaliation, instructional complaints, or general well-being concerns. It can also be used to highlight the many ways our community supports one another.

Creating a safe, respectful, and caring community takes all of us. When you take the time to reach out or speak up, you help strengthen our campus community and ensure Green River remains a place where everyone can learn, work, and thrive together.

As part of our continued commitment to fostering a safe, inclusive, and responsive learning environment, members of the executive team, along with members of the staff and faculty, will begin a collegewide initiative to strengthen safety and well-being across campus. This effort will include enhancements such as safety training, expanded and improved campus lighting and security camera coverage, visible campus ID badges, strengthened emergency communications, and a continued partnership with the Auburn Police Department to ensure coordinated support. This work will be guided by our shared commitment to equity, transparency, and respect for the rights and experiences of all

members of our community, with upcoming opportunities for faculty, staff, and union leadership to engage in the process.

Later this academic year, GRC will convene a college community Safety and Well-Being Summit that will bring together students, faculty, staff, and community partners to help shape the future of safety at Green River. The Summit will feature interactive sessions on emergency preparedness, communication protocols, and collaborative strategies for creating a safer and more inclusive campus environment.

Operational Planning

Beyond these college-wide areas of focus, each division of the college has their respective operational plans / priorities for this academic year. Each division's operational plans align with college priorities and our strategic plan and are [available to review on Institutional Effective's GatorNet page](#). This year's operational plans will be available by November 1.

In Closing

I realize this has been a long communication with a lot of information. Thank you for reading all the updates. This is representative of a vibrant college that is actively engaged in providing success for all students in an inclusive and supportive environment. As we move further into this academic year, let us find strength in the dedication, expertise, creativity, and care we bring to our students and to one another. The months ahead will call on us to work together with focus and resilience. We can do hard things together. We can achieve unity of one vision, one community, and one college. Our students and communities are counting on us.

Thank you for all that you do to make Green River a place where students can learn, grow, and succeed.

Suzanne

DATE: September 9, 2025

TO: Jacelyn Boschok
12401 SE 320th St
Auburn, Washington 98092-3622

FROM: Jee Hang Lee, ACCT President and Chief Executive Officer

SUBJECT: VOTING DELEGATE NOTIFICATION FOR THE ACCT LEADERSHIP CONGRESS

According to our records, the board of Green River College is entitled to **1 vote(s)** during the Annual ACCT Leadership Congress, October 22-25, 2025, at the New Orleans Marriot, New Orleans, Louisiana.

Eligibility requirements for voting delegate(s) include:

- ✓ Fiscal year 2026 ACCT membership dues **MUST** have been received and verified at the time of delegate sign-in at Congress. If you have questions about your dues payment, please contact membershipupdates@acct.org.
- ✓ Only voting members of governing boards may serve as voting delegates (e.g., Chancellor/President, Professional Board Staff, and "trustee emeritus" may not serve as voting delegates.)
- ✓ Voting delegates must sign in and receive their voting delegate credentials at the ACCT Voting Delegate Desk, which will be located near the Congress Registration Desk on the following days:
 - **Wednesday, October 22nd, 7:30 a.m. – 6 p.m.**
 - Preservation Hall Foyer, 2nd Floor
 - **Thursday, October 23rd, 7 a.m. – 6 p.m.**
 - Preservation Hall Foyer, 2nd Floor
 - **Friday, October 24th, 7:30 a.m. – 10:30 a.m.**
 - Preservation Hall Foyer, 2nd Floor

Please note the following:

- **Ballots will be distributed only to registered voting delegates during the Regional Caucuses and Senate Meeting.**
- **Voting Delegate(s) MUST be determined by your Board or Board Chair before approaching the Voting Delegate Desk to register. ACCT staff CANNOT be involved in the selection of ANY Voting Delegate(s.)**

The Fall 2025 *Advisor* contains information on the Regional Caucuses and Meetings and the Senate Meeting. The *Advisor* also lists the candidates for Regional Directors and Directors-at-Large. Please visit www.acct.org/product/advisor to review the Fall 2025 *Advisor*.

If you have not had the opportunity to register for this year's Congress, I hope you will take the time to do so. Please register online at www.acct.org or contact congress@acct.org for registration information.

We strongly encourage all eligible ACCT member institutions to designate voting delegate(s) to participate in the Regional Caucuses and Meetings and the Senate Meeting. The process provides a crucial role for your institution in the governance of ACCT.

Thank you for your commitment to ACCT. I look forward to seeing you in New Orleans!

Voting Delegates at the ACCT Leadership Congress Frequently Asked Questions

1. Who are the voting delegates?

- a. Voting delegates are members of an ACCT Member College board that have been selected by their board to attend the ACCT Leadership Congress and vote on behalf of the institution in ACCT elections and on association-wide matters. Voting delegates must be voting members of their board.

2. Why are there voting delegates at the ACCT Leadership Congress?

- a. The ACCT Leadership Congress is not only an opportunity to learn about trusteeship and network with peers from around the world, but it is also an opportunity to participate in ACCT's internal governance. Voting delegates elect members to the ACCT Board of Directors and Nominating Committees. Additionally, voting delegates vote on matters of concern to the entire membership at the ACCT Senate meeting, including proposed Bylaws amendments and resolutions.

3. How many voting delegates can a college send?

- a. While each college can send as many individuals as they like to the ACCT Leadership Congress, the number of delegates eligible to vote on their behalf is determined by the enrollment size of the college. If you are unsure of how many delegates your college is entitled to, please contact membershipupdates@acct.org

4. How are voting delegates selected?

- a. Each college board decides for itself how to select its voting delegates. ACCT only requires that each individual must be a voting member of their board.

5. Do I need to tell ACCT in advance who the voting delegate is?

- a. No. Once they have registered at the Leadership Congress, they should go to the Voting Delegate Desk and ACCT staff will help them register as the voting delegate.

6. How do I vote?

- a. Each delegate is entitled to vote at both their Regional Caucus and the ACCT Senate meeting. Times and locations will be listed in the Leadership Congress Program and instructions will be given on site. The delegate *must* register at the Voting Delegate Desk first, where their conference attendee badge will be marked. Only individuals with marked attendee badges will be allowed to vote at the Regional Caucus and ACCT Senate meetings. Voting delegates should sit in the specially designated areas at the Regional Caucus and ACCT Senate meetings.

7. Where can I find out who the candidates are for the ACCT elections?

- a. Candidates are listed in the latest version of the *Advisor*, which is available on the ACCT website. Physical copies of the Fall *Advisor* are mailed to every ACCT member and will be available on site as well. Candidates are also allowed to run from the floor at the Leadership Congress. Candidates will be permitted to speak to the membership on their candidacies at the Regional Caucuses as well as at the ACCT Senate meeting.

8. I was my college's delegate last year; can I do it again?

- a. As long as you are still a voting member of your board, and your board chooses you as a voting delegate, there is no restriction on how many times you are selected.

9. My college selected me as a voting delegate, but I will not be able to attend the Regional Caucus and/or the Senate meeting. Can I vote by proxy?

- a. Voting delegates are not permitted to vote by proxy. Your college should designate an alternative voting member of your board attending the Leadership Congress to serve as a voting delegate. ACCT staff at the Voting Delegate Desk can assist with changing a college's voting delegate(s) if needed.

Board Meeting	10/16/2025	4:30pm	Board Room & Zoom
ACCT Leadership Congress	October 22-25, 2025	4 days	New Orleans, Marriott and Sheraton
ACT Fall Conference	November 13-14, 2025	2 days	Hilton Seattle Airport & Conference Center
Board Meeting	11/20/2025	4:30pm	Board Room & Zoom
Trustee Tuesday	12/9/2025	8:00am	Zoom
Board Meeting	12/11/2025	4:30pm	Board Room & Zoom
Trustee Tuesday	1/13/2026	8:00am	Zoom
Trustee Tuesday	3/10/2026	8:00am	Zoom
Trustee Tuesday	4/14/2026	8:00am	Zoom
Trustee Tuesday	6/9/2026	8:00am	Zoom
ACCT National Legislative Summit	February 8-11, 2026	4 days	Washington DC, Marriott Marquis
ACT Spring Conference	May 7-8, 2026	2 days	Semiahmoo Resort in Blaine, WA
ACCT Leadership Congress	October 21-24, 2026	4 days	Chicago, Hyatt Regency