

EXHIBIT N

On Tue, Dec 12, 2023 at 3:02 PM Suzanne Guevarra <sguevarra@cca.edu> wrote:

Dear Ren,

As you're aware, two students submitted reports of concerning behavior by you. The first report alleged inappropriate emails you sent to the Havurah google group. The second report alleged improper verbal behaviors by you, which was reviewed under our policies that pertain to harassment and discrimination. I appreciate that during the course of our conversation, you acknowledged the students' concerns about the email you sent and recognized that this was a legitimate concern they had.

Below is the determination and disciplinary measures associated with this report.

Upon my assessment of the Havurah emails matter (which included an interview with you and the student), as well as a review of the emails you sent to the Havurah google group, I have determined that this is not a policy violation.

Upon my assessment of your interaction with the students on October 26, 2023 (which included interviews with you, the student complainant, Tricia Brand, and two other student witnesses), I recommend that the complaint of the student should be sustained for violation of CCA policy ([4.C. Prohibition of Unlawful Harassment](#), [2.E.4. Dismissal or Discipline for Adequate Cause Relating to Misconduct](#) and [Appendix B: AAUP Statement on Professional Ethics](#)) based on the following:

1. The report alleged that you engaged in improper verbal conduct as a CCA professor. You engaged in instances of inappropriate statements to the students which were harassing. The students removed the poster that they had posted behind their table that you found offensive with the hope that you would leave. This did not happen. In addition, you took photographs of the students and of their table and made the students feel threatened. The nature and tone of the statements by you caused the students to reasonably believe that you were using your positional power as a Professor to get the outcome you sought, which was for the students to agree with your point of view.
2. The report alleged that you engaged in prohibited discriminating behavior by your verbal conduct to the student Maryiam Alwael. It is alleged that once Maryiam revealed where she was from, you began explaining the history of Maryiam's country to her. It is alleged that you told the students either that they "live in an echo chamber" and "that these students should either take a page out of their book (the Persians)" or that you "taught [your] Persian students to step out of their echo chamber." There are witnesses to these statements. You engaged in harassing and discriminatory conduct by making these verbal statements to the students.

It should be noted that all three students used the same or similar words to describe your encounter with them, including: uncomfortable, aggressive, inappropriate, combative, heated and disrespectful. Additional statements include:

- “I’m almost ashamed to be a CCA student if this is how faculty treat their students.”
- “Ren’s actions weren’t ok and students felt unsafe because of their actions.”

Disciplinary Measures

Discipline falls under “other process” and is discipline pursuant to section [2.E.4](#) as outlined in the Faculty Handbook.

1. You must immediately cease this and similar behavior with any student or employee of the college and if you continue to do so again, you will remain subject to further disciplinary action that could result in discharge for cause.
2. When you were taking photos of Maryiam, she consented because she thought you were from Student Life. When she realized this was not the case, she felt threatened by your actions and became concerned about what you were going to do with these photos. You must immediately delete any photos you took of her and any other students who were a part of this interaction.
3. You must take the mandatory Supporting Diversity, Equity, Inclusion and Belonging (Ranked Faculty Required Training) as well as retake the Preventing Harassment & Discrimination - Non-Supervisor Training (both are in Workday) no later than December 31, 2023.
4. You must confirm your review of the attached policies by signature that pertain to anti-harassment and discrimination provided to you by Human Resources.

As with any complaint process, please do not contact the students involved in this matter. This is the final outcome on this matter. If you have questions or concerns, please contact me directly for assistance.

Sincerely,
Suzanne Guevarra

4.C. Prohibition of Unlawful Harassment

In accordance with applicable law, CCA prohibits sexual harassment and other harassment based on race, citizenship, color, national origin, ancestry, religion, creed, disability, gender, gender identity or expression, medical condition as defined by law, marital status, veteran status, sexual orientation, age (over 18 years), or any other factor made unlawful by federal, state, or local law, including participation or non-participation in union activities. The college is committed to taking all reasonable steps to prevent harassment.

https://docs.google.com/document/d/1IBEyChFIPMXiTTTtZTOmiASTZJVpa-hy0TU_7ZlHKP8/edit?q=faculty%20handbook

2.E.4. Dismissal or Discipline for Adequate Cause Relating to Misconduct

In order to protect the values of academic freedom, the integrity of teaching of students and of faculty research, and sound administration of the institution, the college requires the adherence of all faculty members to the high standards of professional conduct. In the event that a significant deviation from these standards is believed to have occurred, a faculty member may be required to submit to disciplinary charges, which shall be determined according to the standards set forth in this policy.

Professional misconduct is that which occurs in the course of, arising from, or reasonably related to the faculty member's position, duties, or responsibilities with the college, or demonstrably affecting in a significantly adverse way the effective performance of college operations or functions.

Professional misconduct includes the following: dishonest, illegal, or unethical behavior in the faculty member's teaching, research, or service duties; preventing or obstructing college teaching, research, or service functions or any other lawful function of the college; acts of sexual or other unlawful harassment, discrimination, and retaliation; neglect of college-related duties or responsibilities; material misrepresentation of academic qualifications and experience; or other professional misconduct of a serious nature, including but not limited to: intentionally inflicting physical harm or other serious harm on a member of the college community, knowingly violating a college policy regulating behavior of faculty members, or attempting to, abetting, or inciting another to engage in conduct that would violate this policy if engaged in by the faculty member.

Discipline, for the purposes of this policy, is a suspension without pay, a demotion, or other process. The act or contents of written or oral evaluations, such as those provided in the APT process, or an oral or written warning is not discipline.

https://docs.google.com/document/d/1BEyChFIPMXiTTTtZTOmiASTZJVpahy0TU_7ZlHKP8/edit?q=faculty%20handbook

Appendix B: AAUP Statement on Professional Ethics

Professors, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subject is to seek and to state the truth as they see it. To this end, professors devote their energies to developing and improving their scholarly competence. They accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. They practice intellectual honesty. Although professors may follow subsidiary interests, these interests must never seriously hamper or compromise their freedom of inquiry.

As teachers, professors encourage the free pursuit of learning in their students. They hold before them the best scholarly and ethical standards of their discipline. Professors demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors. Professors make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students reflect each student's true merit. They respect the confidential nature of the relationship between professor and student. They avoid any exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic or scholarly assistance from them. They protect their academic freedom.

As colleagues, professors have obligations that derive from common membership in the community of scholars. Professors do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates, even when it leads to findings and conclusions that differ from their own. Professors acknowledge academic debt and strive to be objective in their professional judgment of colleagues. Professors accept their share of faculty responsibilities for the governance of their institution.

As members of an academic institution, professors seek above all to be effective teachers and scholars. Although professors observe the stated regulations of the institution, provided the regulations do not contravene academic freedom, they maintain their right to criticize and seek revision. Professors give due regard to their paramount responsibilities within their institution in determining the amount and character of work done outside it. When considering the interruption or termination of their service, professors recognize the effect of their decision upon the program of the institution and give due notice of their intentions.

As members of their community, professors have the rights and obligations of other citizens. Professors measure the urgency of these obligations in the light of their responsibilities to their subject, to their students, to their profession, and to their institution. When they speak or act as private persons, they avoid creating the impression of speaking or acting for their college or university. As citizens engaged in a profession that depends upon freedom for its health and integrity, professors have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

https://docs.google.com/document/d/1lBEyChFIPMXiTTTtZTOmiASTZJVpa-hy0TU_7ZlHKP8/edit?q=faculty%20handbook

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