

GE Policy Checklist 2021

Golden Empire is a class (MUSC B28 – Drum & Bugle Corps) in the Performing Arts Department of Bakersfield College, a Kern Community College District campus. As such, all district policies and procedures apply to students, employees, and volunteers of the corps. Below is a summary of various policies and protocols.

Policies

- Background Checks
 - As a CA community college, KCCD is subject to CA Ed Code 45125.1 & 35021.3
 - http://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=EDC§ionNum=45125.1
 - http://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=EDC§ionNum=35021.3.
 - All temporary employees and volunteers working with the corps must complete a [Live Scan](#) (preferred) or the following background check process:
 - <https://app.box.com/s/8h421a3rre8let9605cwjpwgj9w7jbxu>
- Contraband
 - 4F7 Student Code of Conduct: <https://www.bakersfieldcollege.edu/studentconduct>
 - See KCCD Board Policy 4F7, items 15, 16, & 17.
 - AP 3570 Tobacco Free Campus:
 - <https://www.bakersfieldcollege.edu/sites/bakersfieldcollege.edu/files/AP%203570%20Tobacco%20Free%20Campus.pdf>
 - 7H Drug Free Workplace:
 - <https://do-prod-webteam-drupalfiles.s3-us-west-2.amazonaws.com/kccdedu/s3fs-public/Section%207-%204-2021.pdf>
- Fraternalization
 - Addressed under “Consensual Relationships” in KCCD Board Policy AP 7D2A regarding harassment: <https://do-prod-webteam-drupalfiles.s3-us-west-2.amazonaws.com/kccdedu/s3fs-public/Section%207-%204-2021.pdf>
 - Additional expectations addressed in the Staff & Support Staff Handbooks.
- Hazing/Bullying
 - 4F7 Student Code of Conduct: <https://www.bakersfieldcollege.edu/studentconduct>
 - See KCCD Board Policy 4F2B (hazing) and 4F7, item 23 (bullying).
- Nondiscrimination
 - 4F7 Student Code of Conduct: <https://www.bakersfieldcollege.edu/studentconduct>
 - See KCCD Board Policy 4F7, item 22.
 - 7D & 7D2 Equal Employment Opportunity and Unlawful Discrimination: <https://do-prod-webteam-drupalfiles.s3-us-west-2.amazonaws.com/kccdedu/s3fs-public/Section%207-%204-2021.pdf>
 - <https://www.kccd.edu/human-resources/discrimination-free-work-environment>
- Sexual Harassment
 - 7D2A Sexual Harassment: <https://do-prod-webteam-drupalfiles.s3-us-west-2.amazonaws.com/kccdedu/s3fs-public/Section%207-%204-2021.pdf>

- Sexual Harassment training through Keenan Safe Schools
 - Senate Bill 1343 requires all employers with 50 or more employees to provide at least 1 hour of sexual harassment training to all nonsupervisory employees by January 1, 2020 (extended to January 1, 2021) and once every 2 years thereafter.
- ❑ Sexual Abuse
 - Title IX: <https://www.bakersfieldcollege.edu/titleIX>
- ❑ Whistleblower & Anti-Retaliation
 - 7F Whistleblower Protection: <https://do-prod-webteam-drupalfiles.s3-us-west-2.amazonaws.com/kccdedu/s3fs-public/Section%207-%204-2021.pdf>
 - 4F9 Student Complaint Policy: <https://do-prod-webteam-drupalfiles.s3-us-west-2.amazonaws.com/kccdedu/s3fs-public/Section%204%20-%204-2021.pdf>

Physical Safety Guidelines

- ❑ Concussion Protocol
 - Included in [GE Health Guidelines](#) document.
- ❑ Lightning Protocol
 - Included in [GE Health Guidelines](#)
 - BC Sports Medicine draft guidelines:
 - <https://www.dropbox.com/s/7nz037ztd4f3h4x/Lighting%20Policy.docx?dl=0>
- ❑ Heat index Protocol
 - Included in [GE Health Guidelines](#) document.
 - BC Sports Medicine draft guidelines:
 - <https://www.dropbox.com/s/6owh6vnknwvy6vi/Heat%20Index%20Guidelines%20Revised.docx?dl=0>
- ❑ Hydration Protocol
 - Included in [GE Health Guidelines](#) document.
- ❑ Air Quality Protocol
 - BC Sports Medicine draft guidelines:
 - <https://www.dropbox.com/s/al6l17kf3tdqhh/Air%20Pollution%20Policy.docx?dl=0>
- ❑ Food/Meal Plan
 - To be updated
- ❑ Prop Plan
 - To be created
- ❑ Pandemic Protocol
 - <https://app.box.com/s/65qoyrc8f89hlwxc3ovgvaeye0qvk0>

Reporting Mechanisms

- ❑ Kern Community College District has selected EthicsPoint® to provide simple, risk-free ways to anonymously and confidentially report activities that may involve violations of Kern Community College District Ethics Policy or even criminal conduct.
 - <https://secure.ethicspoint.com/domain/media/en/gui/22328/index.html>
- ❑ [Reporting a Title IX Incident](#): Online reporting of sexual assault/violence, dating violence, domestic violence, stalking, and sexual harassment.

- https://cm.maxient.com/reportingform.php?KernCCD&layout_id=4