

**SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
POLICY MANUAL**

Title: USE OF SLURS	Number: 4.09
Legal Authority: California Education Code Section 70902	Page: 1 of 1

It is the policy of the San Francisco Community College District and each of its officials, employees and agents acting in their official capacity to treat all persons equally and respectfully and to refrain from the willful or negligent use of slurs against any person on the basis contained in Policy Manual 3.02. A slur as used in this policy is a word or combination of words that by its very utterance inflicts injury, offers little opportunity for response, appeals not to rational faculties, or is an unessential or gratuitous part of any exposition of fact or opinion. All persons are entitled by law to the right of equal treatment and respect. Slurs deprive members of the protected groups of this right by holding them up to public contempt, ridicule, shame, and disgrace and causing them to be shunned, avoided or injured in their occupation. By promoting ill will and rancor, slurs diminish peace and order.

The use of such slurs by District officials or employees will be considered evidence of the lack of competence of said District officials and employees. Evidence of usage of such slurs shall be entered in job performance evaluations and shall be considered in evaluating the fitness of District employees.

Approved by District Board of Trustees	Authenticated	Date: 02/09/00
	By Chancellor:	
Date: 04/07/81	Revision Number: 1	Date: 01/27/00