

**Subject:** Standards of Professional Conduct and Respectful Workplace  
**Date:** Wednesday, November 5, 2025 4:03:15 PM

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Greetings, HACC faculty members.

As HACC's vice president of academic affairs and workforce development, I remain committed to fostering an academic and work environment where every employee feels safe, respected and empowered to fulfill their professional duties. It is with sadness that I must reiterate expectations of you as faculty. Recent events have prompted me to reaffirm the College's unwavering commitment to a harassment-free work environment.

### **Intimidation, Harassment and Bullying**

HACC strictly prohibits any form of ***intimidation, harassment and bullying*** among employees. This includes, but is not limited to, making derogatory remarks, engaging in guesswork and leveling inappropriate characterizations against colleagues based on their personal decisions. These personal decisions include participating in or abstaining from union activities (including the strike) and serving as a substitute instructor.

I have repeatedly said that I respect the faculty's right to participate in a lawful strike. However, it does not give you the right to coerce, menace or abuse colleagues who choose not to do so.

All employees are expected to adhere to the standards outlined in our institutional policies, specifically:

- [Policy 828](#)
- [Policy 831](#)
- [Policy 837](#)

These policies are in place to preserve the integrity of our professional community. Actions or communications intended to coerce, shame and/or isolate colleagues for their individual professional choices are a direct violation of our [core values](#) and will not be tolerated.

### **Reporting and Accountability**

If any employee feels they are being subjected to intimidation, bullying or harassment, they must report it. Please bring these concerns directly to your immediate unit

supervisor and the Office of Human Resources at [employeerelations@hacc.edu](mailto:employeerelations@hacc.edu). The College will thoroughly review all reports and take the necessary and appropriate actions to ensure such behavior does not reoccur. Employees may also report this inappropriate behavior via this online form: [www.hacc.edu/feedback](http://www.hacc.edu/feedback).

Our collective focus must remain on providing a stable, safe and productive learning environment for our students and a professional workplace for one another. Violations of our core values are unacceptable, will not be tolerated and will be swiftly addressed. All HACC employees are required to adhere to these policies and standards.

### **Travel Reimbursements**

In addition, effective immediately and for the duration of the strike, all College-related travel for faculty members who participated in the strike is suspended.

This suspension applies to all travel, including any trips previously approved. No travel expenses incurred during the strike period will be authorized or reimbursed by the College.

Faculty members should cancel any pending travel arrangements and direct any questions to the Office of Human Resources.

Thank you!

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Alfred "Al" Griswold, Ed.D.

*Pronouns: He, Him, His* ([Why Pronouns?](#))

Vice President of Academic Affairs and Workforce Development  
HACC, Central Pennsylvania's Community College