

Subject: Update on the HACC Faculty Union - Nov. 5, 2025
Date: Wednesday, November 5, 2025 4:49:03 PM

Good afternoon, colleagues.

As I shared in my [Nov. 4 email](#) to employees and students, I recognize this has been a challenging time for the HACC community. I want to express my sincere appreciation to everyone who continues to show up and support our students despite the obstacles we are facing. Whether you are teaching in the classroom, responding to student questions or helping them navigate the final weeks of the semester, please know how deeply I appreciate your dedication and commitment to our students. They remain at the heart of everything we do.

I understand that the faculty unionization has created uncertainty and raised concerns. I want to acknowledge the stress this situation may cause as we all work to navigate it together.

Unfortunately, we have received reports from students and employees describing incidents of inappropriate conduct and concerning behavior connected to faculty union and strike activity. The College takes these reports very seriously. Any conduct that undermines the safety, well-being and trust of our students and employees is unacceptable and is being carefully reviewed.

Let me be clear. Acts of intimidation, bullying and harassment directed toward HACC students and employees will NOT be tolerated.

I am grateful to those who have had the courage to share their experiences with HACC's leadership. As an institution, [our core values](#) call us to foster a culture of respect and care. Now more than ever, we must come together to demonstrate compassion, professionalism and unity for our students and one another. Please take time to care for yourself and be mindful of the needs of those around you. Your resilience and commitment embody what it means to *reimagine employee success together* - supporting each other, serving our students with excellence and strengthening our shared purpose as a college community.

If you have any questions, would like additional information or need to report inappropriate behaviors by fellow employees, please complete and submit this online form:

www.hacc.edu/Feedback

The College will review all submissions thoroughly and take appropriate action.

Many of us are working thoughtfully and collaboratively to reach a resolution. I encourage you to continue standing together and supporting one another through this process.

Thank you for all that you do and for the positive difference you make each day.

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