

GPM: Proposal to add new Policy in the General Section: G-30 Immigration Safety

Immigration Safety

- a. Consistent with Oregon state and local sanctuary laws, the College agree that schools are safe spaces for faculty, staff, students and their families and shall be free from immigration enforcement without a judicial warrant properly presented to Campus Public Safety.
- b. The College shall provide “Know Your Rights” training on all campuses at least once per academic year.
- c. In consultation with the Diversity committee, the college will publish and maintain a comprehensive immigration resource guide, which will be reviewed and updated annually.
- d. COCC employees shall not be disciplined for peaceful participation in immigration-related protest actions, whether they occur on- or off- campus.
- e. Employee offices, classrooms, instructional spaces and the adjacent hallways will be designated as non-public spaces. Any area where an employee spends the majority of their working time on campus will also have a non-public designation. These designations will be noted with appropriate, permanent signage.

Immigration enforcement on campus

- a. No immigration enforcement agent, Immigration Customs Enforcement (ICE), Department of Homeland Security (DHS), or federal law enforcement, may enter non-public college property or access records for immigration enforcement without all of the following:
 - a. Proper legal credentials
 - b. A judicial warrant signed by a federal judge
 - c. Providing identification documents to public safety

Administrative warrants, detainers, or other civil immigration documents shall not be grounds for entry. Nothing other than a judicial warrant signed by a federal judge will satisfy the requirements above.

- b. If immigration enforcement agents arrive, the College shall:
 - a. verify credentials and purpose; if a proper warrant is not provided, the College will immediately direct the federal agents to leave;
 - b. send text and email notifications of immigration enforcement agents on campus; and
 - c. restrict unauthorized access to faculty, staff and students, as well as non-public areas until verification is complete

Rights During Enforcement

- a. If the College receives a judicial warrant, subpoena, or other request for documents, affected individuals will be notified within one business day and provided a copy of the documentation.
- b. The College will comply with immigration enforcement officers only to the extent explicitly required by law.
- c. An employee will not be disciplined for refusing to cooperate with Department of Homeland Security, U.S. Customs and Border Protection and U.S. Immigration and Customs Enforcement (ICE), or other law enforcement agencies targeting individuals on the basis of their immigration status, religion, racial or ethnic background, sex or gender identity, sexual orientation, or political affiliation.

- d. An employee will not be disciplined for cooperating with Department of Homeland Security, U.S. Customs and Border Protection and U.S. Immigration and Customs Enforcement (ICE), or other law enforcement agencies when doing so is required by law, warrant, subpoena, or statute.
- e. Employee and Student immigration and citizenship status will not be reported to any government agency, except as required by law.
- f. In the event that an employee has a problem with their right to work in the United States, the College agrees to meet with the employee to discuss the nature of the problem to attempt to reach a resolution.