

ARTICLE 42 – ESSENTIAL NECESSITIES FOR STUDENT SUCCESS

42.1 Student Wellness and Support

42.1.1 Mental Health and Counseling. The College shall maintain staffing levels such that there are no less than 1.0 FTE counselors for every 250 students. Counselors may include retention counselors, career counselors, mental health clinicians, and/or drug/alcohol counselors.

42.1.2 Wraparound Services.

42.1.2.1 Tutors and Advisors. The College shall maintain staffing levels such that there are no less than 1.0 FTE advisors or tutors for every 250 students.

42.1.2.2 Support for Students with ADA Accommodations. The College shall provide an instructional support staff specialist for all courses with 20% of the student enrollment with accommodations or five students with accommodations, whichever is lower. The College shall provide services and sufficient staffing to make materials accessible and/or convert course materials to accessible formats to meet student accommodation requirements.

42.1.2.2.1 A Joint Association-Administration Committee shall be established to review faculty appeals to CAR decisions regarding approved ADA Accommodations that may create a fundamental alteration of the course, program, curriculum, and/or learning outcome or may lower the academic standards.

42.1.2.3 Support for Immigrants. The College shall create a 1.0 FTE position to support students' immigration and visa questions.

42.1.3 Basic Needs.

42.1.3.1 Housing. No later than one year after the next contract renewal with the property management company for Titan Court, the College shall dedicate no less than 10% of student housing in Titan Court as subsidized, low-income housing for LCC students with 5% allocated to housing insecure or houseless students. "Low-income" shall be defined according to HUD guidelines. Rent amounts (i.e. Total Tenant Payment or TTP) shall not exceed amounts determined according to HUD formulas. The College shall evaluate options for partnership with non-profit organizations in order to reduce barriers to housing for community college students.

42.1.3.2. Food and Basic Needs. The College shall establish a high quality, welcoming basic needs center in a stigma-free, student friendly, clean, open location with sufficient hours of operation to reasonably meet student need and accommodate student access, including non-credit students. The center shall include clothing stash; expanded campus Food Pantry operations; locker, shower, and laundry access; textbook donation and lending library. A Food Pantry will also be established at each LCC-operated campus.

42.1.3.3 Other Basic Needs. The College shall provide menstrual hygiene products in all restrooms.

42.1.3.4 Restrooms. Each floor of each building at LCC-operated campuses shall have at least one gender neutral restroom no later than December 2026. Any conversion of gender-specific restrooms to gender-neutral shall be converted in equal proportion in any building where conversions take place. In addition, all LCC-owned and operated buildings must have a minimum of two restroom stalls.

42.1.3.5 Open Worship Spaces. Each LCC-operated campus shall have at least one, accessible space for student use for worship that is inclusive of all religions.

42.1.3.6 Lactation Spaces. Each LCC-operated campus shall have at least one private space for student use for lactation.

42.1.3.7 Physical Campus. LCC shall improve the safety of the physical campus for individuals with mobility challenges and visual impairment and shall explicitly include people with mobility challenges in emergency planning. Improvements shall include adding inclusive, welcoming, multilingual signage with inclusive images on campus; expanding signage for gender neutral restrooms and routes for mobility needs; accessible, visible signage with maps; and reasonably sufficient emergency call boxes that are tested and maintained regularly throughout all LCC campus locations and parking lots.

42.1.3.8 Child Care. LCC shall increase available slots for campus child care by 20% by 2027. Slots shall be available to students and employees. Any openings after student and employee needs are met shall be made available to community members.

42.1.4 LCC Name Study. In order to uphold LCC's mission and values and create a more inclusive and welcoming campus, the College shall conduct a study to evaluate the feasibility, steps, and requirements of changing the name of LCC

to be completed and presented to the campus community and the Board of Education no later than December 2026.

42.2 **Student Access, Equity, and Affordability**

- 42.2.1 **Student Tuition Waiver.** The College shall waive tuition for students with a demonstrated financial need commensurate with eligibility for Pell grants but who are ineligible for financial aid.
- 42.2.2 **Textbook Costs.** The College shall negotiate an agreement with the Titan Store to require that textbook markups do not result in any text costs that exceed the manufacturer's suggested retail price.
- 42.2.3 **Open Educational Resource Support.** The College shall provide reassignment time of one course per year or equivalent compensation for faculty developing, updating, adopting, and/or adapting Open Educational Resources for use in instruction and/or student services.
- 42.2.4 **Equitable Distribution of Resources.** The College shall strive to ensure that resources are equitably distributed to departments serving historically oppressed groups and student populations. The College shall provide an annual report including but not limited to the following: student demographics, including historically oppressed status; funding per student FTE; space allocations; classroom equipment; IT support; staffing distribution (i.e. PT:FT faculty ratio by headcount and FTE).
- 42.2.5 **Marketing and Publicity.** The College shall provide funding to market and publicize programs and courses with curriculum that includes: critical race theory, cultural competence, and /or addresses the needs and experiences of marginalized communities. Funding allocated for this purpose shall be no less than 0.02% of the general fund budget and shall be administered by a Joint Faculty-Administration Committee. Marketing and Publicity materials shall be multilingual in accordance with student and community demographics.
- 42.2.6 **Sanctuary Campus.** The College shall enhance its sanctuary campus status. In addition to the provisions of Board Resolution #612, the College shall: declare every LCC site is a safe place for its students and their families to seek help, assistance, and information if faced with fear and anxiety about immigration enforcement efforts; establish that LCC and all LCC-operated locations, be established as resource and information sites for immigrant students and families; to increase and enhance partnerships with community-based organizations and legal services organizations that provide resources for students and families facing deportation; create and make available in-language Know Your Rights presentations and materials for

students and family members to understand their rights regarding interactions with law enforcement and immigration agents; create a rapid response network to assist students or their family members who have been detained; and utilize the “LCC Alert” system to notify the campus community whenever it is confirmed that ICE is at any LCC location.

42.2.6.1 Public Safety. Public Safety shall: create a policy acknowledging that they have no authority to enforce federal immigration law and declaring that they will not participate in immigration enforcement efforts of federal authorities. This includes Public Safety not holding people on ICE (Immigration and Customs Enforcement) detainers, not responding to ICE notification or transfer requests, not making arrests based on civil immigration warrants, and not allowing ICE to use campus facilities for immigration enforcement purposes.¹ No Public Safety personnel will join any state and/or local law enforcement agencies that have entered into an agreement with ICE or other immigration enforcement agency, nor undertake any other joint efforts with federal, state, or local law enforcement agencies, to investigate, detain, or arrest individuals for violations of federal immigration law. Public safety is prohibited from inquiring about or recording any information regarding an individual’s immigration status, citizenship status or country of birth, including when interviewing victims, witnesses, or suspects of crimes. Public Safety officers will not contact, detain, question, or arrest an individual solely on the basis of suspected undocumented immigration status or in order to discover the immigration status of an individual. Public Safety and its officers will not use any resources to aid in any federal effort to create a registry based on any protected characteristics, including but not limited to religion, race, national origin, or sexual orientation.

42.2.6.2.1 Institutional Commitment. The College shall refuse all voluntary information sharing with immigration agents across all aspects of the College to the fullest extent possible under the law, with the exception of mandatory reporting in compliance with the Student and Exchange Visitor Program regarding the College’s enrollment of foreign exchange students.

42.2.6.2.2 Any request by immigration agents for **access to a campus** shall be initially denied and immediately forwarded to the President and General Counsel for review and a decision on whether to reverse the denial and allow access to the site. The request must be provided with adequate notice so that the President and General Counsel can take steps to provide for the emotional and physical safety of the College’s students and staff. Should an immigration agent request access to a campus, the President and/or General

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Counsel shall ask for the immigration agent's credentials, ask why the agent is requesting access, and ask to see a warrant signed by a federal or state Judge. The President and/or General Counsel will refuse access to a campus unless immigration agents provide a warrant signed by a federal or state Judge which specifies the name of the person under arrest, **as well as** written authority from ICE instructing them to enter College property and describing the purpose for which they request entry.

42.2.6.2.3 Any request by immigration agents for **information** regarding a student² shall be initially denied and immediately forwarded to the President and General Counsel, who will review the denial according to the following guidelines. In keeping with the individual's right to privacy, no part of a student's education record, however created, may be divulged with personally identifiable information to any person, organization, or agency in any manner unless there is:

- a. Informed written consent by the student, if the student is 18 years of age or older, or otherwise by the parent or guardian;
- b. A valid court order or judicial warrant requesting such information (in such cases, prior to complying with such court order or judicial warrant, the student, if the student is 18 years of age or older, or otherwise the parent or guardian, shall be notified immediately in writing of the information that is the subject of the court order or judicial warrant);
- c. A health and safety emergency and disclosure of personally identifiable information from an education record to appropriate parties is necessary to protect the health or safety of the student or other individuals; or
- d. Another reason to do so that is required by law. Questions concerning the validity of a court order or judicial warrant, or whether there is a health and safety emergency or other possible reasons for releasing education records that contain personally identifiable information, should be directed to the College President and General Counsel.

42.2.6.2.4 The College will not enter into agreements with state or local law enforcement agencies, ICE, or any other federal agency for the enforcement of federal immigration law, except as required by law. The College and its staff, faculty, employees, and public safety will not honor any ICE detainers or requests.

42.2.6.2.5 College personnel shall treat all students equitably in the receipt of all school services for which they are eligible.

² With the exception of mandatory reporting in compliance with the Student and Exchange Visitor Program for foreign exchange students.

- 42.2.6.2.6 The College will offer (a) legal support to immigrant students and their families; (b) counseling that adequately acknowledges the impact of immigration status on students and their family members; and (c) Know Your Rights presentations to students in-language; and (d) the College will ensure that students are aware of opportunities to gain access to in-state tuition, financial aid, scholarships, internships and career opportunities, regardless of their status. To implement this support system, the College shall establish an office space on campus that serves as a resource center and fulfills 42.1.2.3.
- 42.2.6.2.7 The College shall provide referrals to attorneys to represent students and their family members facing removal proceedings.
- 42.2.6.2.8 The College and its faculty, staff, and other employees shall not use any resources to aid in any federal effort to create a registry based on any protected characteristics, including but not limited to religion, race, national origin, or sexual orientation.