

## Exhibit 9

### STATEMENT from North Idaho College Senate

regarding the resolutions/statements of the Associated Students of North Idaho College, the Faculty Assembly, and the Staff Assembly, and the NIC Board of Trustee's obligation to uphold NIC policy.

Adopted – March 3, 2021

As described in our Preamble "the college Senate shall act for and be responsible to its constituent groups in all matters pertaining to the governance of the College." The College Senate is one of the few standing committees that represents students, faculty, and staff. The members of the College Senate stand in unified support for the resolutions and statements passed by ASNIC, the Faculty Assembly, and the Staff Assembly.

The concerns noted in the three resolutions are evidence that our governance structure is not working correctly. If our governance structure is not effective, then it is the duty of the Senate to work with the board and the administration to improve the participatory governance process.

The Senate commends the board for agreeing to participate in training. As the board learns their role with the governance of NIC, it is the Senate's desire that the focus of the board will shift away from operations, to actions and activities that reflect best practices in governance through helping to guide NIC policy. An effective board will provide support and encouragement while also holding all of us accountable to NIC policy.

Even though the Board Conduct Policy was not reviewed by the Senate when approved by the board last August, the Senate recommends the immediate reinstatement of the Board Conduct Policy and also stands ready to assist the Board and Administration with input into the revision process that addresses trustees' concerns.

The Board of Trustees may have voted to rescind the Board Conduct Policy 2.01.10 last December, but current NIC policy still outlines standards of behavior for the Board and for anyone associated with North Idaho College. The Senate expects that the Board of Trustees will hold themselves and each other accountable to NIC policy in this and all matters.

We are including at this time sections from two current policies that speak to the issues brought forth by NIC Faculty, Staff, and the Associated Students of NIC:

#### **NIC Policy, Section Two, Part A BOARD OF TRUSTEES - Internal Governance**

From 2.01.02, Responsibilities

#### III. STANDARDS OF GOOD PRACTICE (CODE OF ETHICS)

In support of effective community college governance, the board of trustees believes:

1. That it derives its authority from and is accountable to, the community and that it must always act as an advocate on behalf of the entire community, honestly debate issues that affect it, and speaks with one voice once a decision or policy is made.
2. That it must clearly define and articulate its role.

3. That it is responsible for creating and maintaining a spirit of true cooperation and a mutually supportive relationship with its CEO.
4. That it provide overall direction to the college by setting policy while allowing the president the authority to provide daily administration of said policies.
5. That its trustee members should engage in a regular and ongoing process of in-service training and continuous improvement, and regular evaluation.
6. That its trustee members come to each meeting prepared and ready to debate issues fully and openly, vote their conscience and support the decision or policy made;
7. That its behavior, and that of its members, exemplifies the principles of ethical trusteeship.

**NIC Policy 3.03.05, "Disruptive, hostile or violent behavior on NIC Sites"**

All employees and students of NIC have the right to learn, study, and work in an environment free from disruptive, hostile, or violent behavior. Therefore, disruptive, hostile, or violent behavior will not be tolerated in NIC classrooms, in instructional environments, on NIC controlled sites, or during NIC sponsored activities.

Disruptive, hostile, or violent behavior is a form of serious misconduct that undermines the mission of NIC and threatens, in both obvious and subtle ways, the education of students, the welfare of NIC students and employees, and the integrity of the campus community as a whole. Such behavior may result in disciplinary action up to and including expulsion and/or dismissal. In addition to the corrective and/or disciplinary action described herein, disruptive, hostile, or violent behavior that violates local, federal, and/or state law may be prosecuted as such by the appropriate law enforcement agencies. This policy is not intended to interfere with the rights of any student or employee to pursue criminal or civil remedies against the perpetrator.

**Prohibited Behavior Defined**

Disruptive, hostile, or violent behavior includes but is not limited to behavior that is intended to and/or has the effect of threatening, intimidating, and/or harassing NIC employees, students, and/or visitors, or otherwise detracting attention from instructional or other college activities.

**Coverage**

NIC's prohibition against disruptive, hostile, or violent behavior applies to all NIC employees, NIC students, and visitors to the NIC campus. The prohibition against disruptive, hostile, or violent behavior applies to conduct which occurs in NIC classrooms, in instructional environments, on NIC controlled sites, or during NIC sponsored activities.