

| Status         | Recommendation  | Date             | Alleged Discrimination  | Date of Alleged Discrimination | Investigation Type | Work Location | Investigation Status | Investigation Findings |
|----------------|---|------------------|---|--------------------------------|--------------------|---------------|----------------------|------------------------|
| Classified     | Recommend communication training  | 9/14/2017 0:00   | Hostile Workplace   | 2017-08-24T00:00:00            | Lighthouse         | Valley        | Closed               | Unsubstantiated        |
| Sub            | Spoke with individual on September 19, 2017 to discuss possible allegations of sexual harassment/d      | 9/20/2017 11:11  | Sexual Harassment/Discrimination  | 2017-09-08T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Classified     | Sexual harassment training  | 10/20/2017 10:00 | Sexual Harassment   | 2017-10-13T00:00:00            | Informal           | Crafton       | Closed               | Unsubstantiated        |
| Classified     | Manager needs to address this issue   | 10/26/2017 8:44  | Departmental Concern/Issue  | 2017-10-12T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Classified     | Claims were not substantiated. However, individual was asked to refrain from physical contact with      | 11/27/2017 11:11 | Workplace Violence  | 2017-07-12T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Academic       | Employee decided not to proceed with filing an informal complaint                                       | 12/18/2017 9:48  | Workplace violence  | 2017-11-16T00:00:00            | Informal           | Crafton       | Closed               | Unsubstantiated        |
| Classified     | Employee did not want to file complaint   | 1/24/2018 16:11  | Hostile Workplace   | 2018-01-24T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Classified     | Employee should be required to complete training  | 3/14/2018 13:47  | Discrimination  | 2017-11-21T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Classified     | Employee never filed out a complaint form. She was asked multiple times but never completed it.         | 3/21/2018 11:33  | Discrimination/Harassment   | 2018-02-05T00:00:00            | Informal           | Crafton       | Closed               | Unsubstantiated        |
| Student        | Both students failed to respond to our attempts to investigate the allegations of sexually harassme     | 5/16/2018 10:43  | Sexually harassment   | 2018-03-27T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Classified     | Action has been taken by the direct supervisor  | 5/18/2018 13:03  | Hostile Workplace   | 2018-03-27T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Student        | Claims were not substantiated.  | 6/4/2018 9:30    | Discrimination/Harassment   | 2018-04-20T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Adjunct        | Employee did not want to proceed with the investigation process   | 6/6/2018 11:38   | Abusive, vindictive, manipulative treatment and behavior from my supervisor Dr. Diane Dusick          | 2018-04-01T00:00:00            | Informal           | District      | Closed               | Unsubstantiated        |
| Management     | Investigation was closed due to lack of participation on employee's part                                | 6/6/2018 11:41   | Badgered/bullied and threatened   | 2018-04-20T00:00:00            | Lighthouse         | Valley        | Closed               | Unsubstantiated        |
| Student        | Termination   | 6/19/2018 13:01  | Discrimination/Harassment   | 2018-04-01T00:00:00            | Formal             | Valley        | Closed               | Substantiated          |
| Adjunct        | Dean speak with individual regarding communication/professional in the workplace                        | 8/3/2018 8:56    | Hostile Workplace   | 2018-02-13T00:00:00            | Informal           | Crafton       | Closed               | Unsubstantiated        |
| Academic       | Employee submitted a complaint to DFEH alleging hostile workplace and retaliation. The District sen     | 8/8/2018 12:44   | Hostile workplace/retaliation   | 2017-02-13T00:00:00            | Formal             | Crafton       | Closed               | Unsubstantiated        |
| Classified     | N/A   | 8/27/2018 11:53  | Hostile workplace/retaliation   | 2017-09-05T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Classified     | Follow up in two (2) weeks  | 8/30/2018 13:39  | Issue with Sub employee   | 2018-08-30T00:00:00            | Informal           | District      | Closed               | Unsubstantiated        |
| Adjunct        | N/A   | 8/30/2018 14:23  | Unfair hiring practices/discrimination  | 2018-08-01T00:00:00            | Formal             | Crafton       | Closed               | Unsubstantiated        |
| Student        | No further action required  | 9/13/2018 15:37  | Harassment  | 2018-04-09T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Academic       | Implement Procedure/Protocol for creating & developing new labs/requests for assistance                 | 9/19/2018 9:22   | Hostile work environment  | 2018-05-01T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Academic       | Dean needs to speak with Instructor about hugging and tell people that she loved them.                  | 10/1/2018 17:11  | Hostile work environment  | 2017-01-01T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Management     | Working with Manager on informal resolution   | 10/3/2018 16:15  | Hostile work environment  | 2017-11-17T00:00:00            | Informal           | Valley        | Closed               | Substantiated          |
| Management     | N/A   | 10/25/2018 11:35 | privacy law   | 2018-05-09T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Classified     | Employee was transferred prior to the conclusion of the investigation                                   | 10/25/2018 14:17 | Employment Discrimination/Harassment  | 2018-05-15T00:00:00            | Formal             | Crafton       | Closed               | Unsubstantiated        |
| Classified     | A complaint was never filed, but the District looked into her allegations. Those allegations were unsi  | 10/30/2018 10:00 | Departmental concern  | 2018-06-19T00:00:00            | Informal           | Tess          | Closed               | Unsubstantiated        |
| Management     | Closed - No discipline; continue on path of non-renewal notice  | 11/1/2018 17:52  | Neglect of Duty   | 2018-10-13T00:00:00            | Informal           | District      | Closed               | Substantiated          |
| Student        | Unintelligible and failed to reasonably describe incidents  | 11/6/2018 12:40  | Retaliation   | 2018-09-24T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Management     | No further action   | 11/8/2018 16:05  | Discrimination  | 2018-03-01T00:00:00            | Formal             | Crafton       | Closed               | Unsubstantiated        |
| Student Worker | Spoke with Dean and asked that he address the issues with employee                                      | 11/16/2018 14:45 | Hostile environment   | 2018-06-21T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Adjunct        | N/A   | 11/27/2018 11:33 | Discrimination  | 2016-08-01T00:00:00            | Formal             | Crafton       | Closed               | Unsubstantiated        |
| Classified     | Verbal warning/additional Title IX training   | 11/30/2018 12:04 | 06/01/2018  | 2018-06-01T00:00:00            | Informal           | Valley        | Closed               | Substantiated          |
| Academic       | Complaint was defective. Told employee to speak with manager and/or file another complaint              | 11/30/2018 16:13 | Hostile/harassment  | 2018-10-17T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Academic       | Her immediate supervisor needs to be involved and be present.   | 12/3/2018 16:42  | Discrimination against mental disability/sex  | 2018-10-17T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Classified     | Unsubstantiated - Discipline for employee   | 12/4/2018 10:49  | Retaliation/workplace violence  | 2018-08-07T00:00:00            | Lighthouse         | Valley        | Closed               | Unsubstantiated        |
| Classified     | EEOC issued a right to sue letter   | 12/6/2018 15:00  | Retaliation   | 2018-08-07T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Student        | Student was sent a letter notifying her that her complaint was defective.                               | 12/17/2018 15:40 | Discrimination/Retaliation  | 2017-08-31T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Classified     | Termination   | 3/13/2019 7:39   | Drugs, falsifying information provided to the District, and arrest                                    | 2019-01-06T00:00:00            | Informal           | District      | Closed               | Substantiated          |
| Classified     | Offered rehabilitation  | 1/10/2019 7:44   | Alcohol   | 2019-01-05T00:00:00            | Informal           | Crafton       | Closed               | Substantiated          |
| Adjunct        | N/A   | 1/10/2019 10:29  | discrimination and violation of District policies and procedures                                      | 2018-08-01T00:00:00            | Informal           | Crafton       | Closed               | Unsubstantiated        |
| Academic       | Speak to employee about appropriate communication in the workplace                                      | 1/10/2019 16:55  | Hostile work environment  | 2018-08-28T00:00:00            | Informal           | Crafton       | Closed               | Unsubstantiated        |
| Student        | N/A   | 1/11/2019 11:45  | Delay or denial of financial aid disbursement   | 2018-12-11T00:00:00            | Lighthouse         | Valley        | Closed               | Unsubstantiated        |
| Classified     | N/A   | 1/11/2019 14:24  | Sexual Harassment   | 2018-12-01T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Student        | N/A   | 1/15/2019 12:33  | employee relation matter  | 2018-09-19T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Adjunct        | Work with Dean to improve morale of the department  | 1/17/2019 15:50  | Hostile work environment  | 2018-08-20T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Management     | N/A   | 1/17/2019 16:06  | Harassment and Retaliation  | 2019-01-10T00:00:00            | Formal             | District      | Closed               | Unsubstantiated        |
| Classified     | Re-evaluate work areas  | 12/18/2018 0:00  | Unfair work practices and racial charged  | 2018-09-27T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Academic       | Accept findings or file a formal complaint  | 3/1/2019 0:00    | Hostile Work Environment  | 2018-09-27T00:00:00            | Informal           | Crafton       | Closed               | Unsubstantiated        |
| Classified     | Work on office process and procedures in regard to communication. Discuss matter with immediat          | 3/6/2019 0:00    | Bullying (Hostile Work Environment)   | 2018-12-12T00:00:00            | Lighthouse         | Valley        | Closed               | Unsubstantiated        |
| Classified     | N/A   | 3/6/2019 0:00    | Harassment  | 2019-02-20T00:00:00            | Lighthouse         | Crafton       | Closed               | Unsubstantiated        |
| Classified     | Talk to supervisor regarding precedural matters   | 3/7/2019 0:00    | Hostile Work Environment  | 2018-12-11T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Classified     | N/A   | 3/8/2019 0:00    | Race  | 2018-10-12T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Classified     | Termination   | 3/13/2019 0:00   | Violation of policy and procedure   | 2019-01-06T00:00:00            | Formal             | Crafton       | Closed               | Substantiated          |
| Classified     | Served Suspension   | 3/27/2019 9:27   | Sexual Harassment and Misconduct Issue  | 2019-01-06T00:00:00            | Informal           | Valley        | Closed               | Substantiated          |
| Short-term     | Wait for reply from Department of Industrial Relations  | 6/4/2019 0:00    | Termination   | 2018-08-08T00:00:00            | Formal             | District      | Pending              | Pending                |
| Classified     | N/A   | 5/31/2019 0:00   | Falsification of timesheets   | 2018-08-08T00:00:00            | Informal           | Valley        | Closed               | Substantiated          |
| Academic       | Dean needs to be present and involved   | 6/11/2019 8:42   | Verbal assault and physical contact   | 2019-06-13T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Classified     | Termination   | 6/17/2019 12:01  | Drinking alcohol beverages on the job, or reporting to work while intoxicated                         | 2019-06-13T00:00:00            | Informal           | Crafton       | Closed               | Substantiated          |
| Classified     | Termination   | 6/17/2019 12:05  | Drinking alcohol beverages on the job, or reporting to work while intoxicated                         | 2019-06-13T00:00:00            | Informal           | Crafton       | Closed               | Substantiated          |
| Classified     | Employee was reminded of District communication policy  | 6/18/2019 15:34  | Violation of District email   | 2019-05-31T00:00:00            | Informal           | District      | Closed               | Substantiated          |
| Adjunct        | Campus leadership has opted to not give employee any hours due to the fact it would be almost im        | 8/20/2019 11:24  | Restraining order against other SBVC employee   | 2019-06-06T00:00:00            | Informal           | Valley        | Closed               | Substantiated          |
| Adjunct        | Adjunct requested we close his complaint  | 7/2/2019 17:57   | Discrimination  | 2018-06-06T00:00:00            | Lighthouse         | Valley        | Closed               | Unsubstantiated        |
| Classified     | N/A   | 7/17/2019 8:20   | Retaliation   | 2018-08-30T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Management     | Team training   | 7/17/2019 10:48  | Hostile work environment  | 2019-07-03T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Management     | Discipline for Manager. More oversight for EDCT   | 7/17/2019 12:29  | Overall assessment of EDCT - favoritism/sexual harassment   | 2018-06-21T00:00:00            | Informal           | District      | Closed               | Substantiated          |
| Academic       | N/A   | 7/17/2019 12:40  | Sexual harassment   | 2019-04-22T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Management     | Corrective Training. The complaint was not substantiated in regards to Discrimination/Harassment t      | 8/1/2019 11:14   | Discrimination/harassment   | 2019-06-01T00:00:00            | Informal           | District      | Closed               | Unsubstantiated        |
| Classified     | Warning letter issued to Instructor   | 8/8/2019 16:14   | Hostile work environment  | 2018-08-07T00:00:00            | Lighthouse         | Crafton       | Closed               | Substantiated          |
| Academic       | DFEH dismissed case based on notification that she was pursuing legal action                            | 8/20/2019 13:42  | Discrimination/harassment   | 2018-12-01T00:00:00            | Formal             | Crafton       | Closed               | Unsubstantiated        |
| Student        | Termination   | 8/27/2019 7:30   | Sexual harassment   | 2019-03-20T00:00:00            | Formal             | Valley        | Closed               | Substantiated          |
| Classified     | N/A   | 8/28/2019 8:29   | Harassing behavior  | 2019-03-20T00:00:00            | Lighthouse         | Crafton       | Closed               | Unsubstantiated        |
| Classified     | Discipline  | 9/4/2019 11:14   | Hostile work environment/harassment   | 2019-08-12T00:00:00            | Informal           | District      | Closed               | Substantiated          |
| Academic       | District  | 9/9/2019 13:18   | Sexual harassment   | 2019-08-15T00:00:00            | Informal           | Crafton       | Closed               | Unsubstantiated        |
| Classified     | Evidence doesn't support a finding of hostile work environment. Personality differences are creati      | 9/10/2019 14:14  | Hostile work environment  | 2019-05-16T00:00:00            | Lighthouse         | Valley        | Closed               | Unsubstantiated        |
| Academic       | N/A   | 9/16/2019 11:28  | Hostile work environment  | 2019-08-16T00:00:00            | Lighthouse         | Crafton       | Closed               | Unsubstantiated        |
| Student        | Pending   | 9/16/2019 11:39  | IT security   | 2019-09-13T00:00:00            | Lighthouse         | District      | Closed               | Substantiated          |
| Adjunct        | N/A   | 9/20/2019 10:36  | Discrimination  | 2019-06-10T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Classified     | N/A   | 10/1/2019 13:36  | Unlawful discrimination related to employment   | 2019-09-13T00:00:00            | Formal             | District      | Closed               | Unsubstantiated        |
| Management     | N/A   | 10/1/2019 14:15  | Discrimination based on religion and race   | 2019-07-03T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Student        | Does not raise to harassment/discrimination. College administrators need to address this                | 10/1/2019 14:28  | Discrimination based on sex/gender and sexual orientation   | 2018-09-01T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Student        | Complaint does not rise to the level of an investigation. however, it will be sent over to the dean for | 10/1/2019 14:33  | Discrimination based on race  | 2019-09-16T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Academic       | Termination   | 10/1/2019 16:35  | Hostile work environment  | 2019-09-26T00:00:00            | Lighthouse         | Crafton       | Closed               | Substantiated          |
| Management     | Misquoted, no further questions.  | 10/7/2019 10:47  | Discrimination (racism)   | 2019-10-01T00:00:00            | Informal           | Crafton       | Closed               | Unsubstantiated        |
| Academic       | Dean provided feedback about providing grades in a timely manner  | 10/14/2019 17:12 | Hostile class environment   | 2019-10-12T00:00:00            | Lighthouse         | Valley        | Closed               | Unsubstantiated        |
| Classified     | HR will reach out to discuss leave options  | 10/14/2019 17:20 | Time abuse  | 2019-10-10T00:00:00            | Lighthouse         | District      | Closed               | Unsubstantiated        |
| Classified     | Complaint submitted to Luke as an FYI   | 10/14/2019 17:35 | Preferential treatment  | 2019-10-14T00:00:00            | Lighthouse         | Tess          | Closed               | Unsubstantiated        |
| Classified     | Manager addressed   | 11/1/2019 13:47  | Time abuse  | 2019-07-01T00:00:00            | Lighthouse         | District      | Closed               | Substantiated          |
| Classified     | N/A   | 11/12/2019 11:53 | Poor work conditions  | 2019-10-18T00:00:00            | Lighthouse         | District      | Closed               | Substantiated          |
| Short-term     | Personnel concerns will be handled with Dean or VPI present. Schedule options will be provided to       | 12/3/2019 13:00  | Bullying/Toxic Work Environment   | 2019-11-18T00:00:00            | Lighthouse         | Crafton       | Closed               | Substantiated          |
| Adjunct        | validate complaint - HR Spoke with Employee and she didnt want to file a complaint, but just have it    | 12/9/2019 13:45  | Inappropriate behavior of a student towards staff   | 2019-12-02T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Student        | Dean is handling  | 12/18/2019 12:11 | Students are alleging their teacher Leonard Lopez is not basing their grades off the represented syll | 2019-12-15T00:00:00            | Informal           | Valley        | Closed               | Pending                |
| Academic       | Employee will no longer use personal email addresses when communicating with part-time faculty          | 12/18/2019 12:27 | IT Security issues with misuse of personal email for work related communication                       | 2019-04-09T00:00:00            | Informal           | Crafton       | Closed               | Substantiated          |
| Academic       | A formal investigation cannot be completed at this time due to anonymous claimant and not enoug         | 12/18/2019 13:53 | Sexual Harassment   | 2019-12-27T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Classified     | N/A   | 12/18/2019 14:18 | Dr. Charles Clay believed he was underpaid on his December pay warrant.                               | 2019-12-16T00:00:00            | Informal           | Valley        | Pending              | Pending                |
| Classified     | Employee did not want to proceed with the complaint process   | 1/6/2020 10:50   | Mismanagement, Inappropriate Work Discussion, Hostile Work Environment                                | 2019-11-19T00:00:00            | Lighthouse         | Valley        | Closed               | Unsubstantiated        |
| Classified     | With Keenan Risk Team   | 1/6/2020 10:57   | Wrongful Termination  | 2019-12-17T00:00:00            | Informal           | Valley        | Pending              | Pending                |
| Adjunct        | n/a   | 1/6/2020 16:15   | Discrimination based on Age and Retaliation   | 2019-11-20T00:00:00            | Formal             | Select.....   | Closed               | Unsubstantiated        |
| Academic       | Closed  | 1/8/2020 8:26    | Based on race   | 2019-06-01T00:00:00            | Formal             | Valley        | Closed               | Unsubstantiated        |
| Academic       | Administration will review in order to determine next steps.  | 1/13/2020 15:30  | Request for items of monetary value from students in exchange for extra credit within course          | 2019-12-11T00:00:00            | Informal           | Valley        | Closed               | Substantiated          |
| Student        | n/a   | 1/15/2020 14:11  | Racial Profiling  | 2020-01-01T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Student        | n/a   | 1/16/2020 14:52  | Inappropriate language and comments from instructor   | 2019-05-01T00:00:00            | Informal           | Valley        | Pending              | Pending                |
| Classified     | Partially substantiated   | 2/20/2020 15:45  | Degrading and sexist conversation about women and inappropriate treatment, verbally and physica       | 2020-02-12T00:00:00            | Informal           | Valley        | Closed               | Unsubstantiated        |
| Academic       | Validate Complaint  | 2/20/2020 15:00  | Bullying, Hostile Work Environment, Compliance and Regulation Violations                              | 2020-02-05T00:00:00            | Lighthouse         | Crafton       | Closed               | Unsubstantiated        |