

Dear District Community,

Welcome back for the start of spring term! While the start of spring term is typically a time for excitement and celebration, we are returning this year under inauspicious circumstances.

If you have been following political news since the inauguration of President Donald Trump to his second term in office, you are aware of drastic changes to the federal government's response to immigration and immigration enforcement; DEI efforts and programs; Title IX, Equal Employment, and certain legal protections in educational settings related to sexual orientation and gender identify; among many others.

Notably, while not done through an Executive Order, the Trump Administration also repealed an Immigration and Customs Enforcement rule preventing agents from conducting immigration enforcement in "sensitive locations," which included schools, places of worship, and hospitals.

It has been difficult to even keep track of all of the rapid changes and even more difficult to try to determine what impacts they may have on our campuses and how best to respond. Many in our communities and on our campuses are understandably anxious and fearful, particularly those from vulnerable groups, such as immigrants and members of the LGBTQ+ community.

While much remains uncertain, we want to once again reiterate our commitment to continuing to support ALL students by providing a safe learning environment for everyone. Because of protections provided by State law in California, we are somewhat shielded from many of the worst anticipated impacts of these new federal government practices. For example, California Law related to equal protections in educational settings regardless of gender identity or sexual orientation is much more aligned with the prior federal rule. While we will now be operating under state authority rather than both state and federal authority, our actual day-to-day operations in this area are unlikely to be demonstrably different.

Our Board of Trustees will be considering a [Resolution Reaffirming Support for Immigrant and Other Vulnerable Students](#) during its meeting Tuesday night. Meanwhile, we will be participating in an upcoming Santa Clara County convening of community colleges to ensure the County is supporting our campuses and students to the full extent possible.

With reports of ICE activity in San Jose over the weekend, we want to reaffirm our commitment to [SJECCD Administrative Procedure 3415](#) and encourage all employees to read it in full. AP 3415 provides clear direction to all employees in the event that they encounter immigration enforcement officers or actions on our campuses. While the procedure is long and detailed, key provisions include:

- Any employee who encounters such activities must immediately notify the District Chancellor or College President and District Police that an officer engaged in immigration enforcement is on campus or expected to enter campus.
- No employee can consent to entry of District facilities by immigration enforcement officers.
- The Chancellor, President, or designee must verify the legality of any warrant, court order, or subpoena.
- No employee shall attempt to physically interfere with an immigration enforcement officer, even if the officer appears to be acting without consent or exceeding the authorization given under a warrant or other legal order.

- No employee shall discuss or otherwise share the personal information—including immigration status—of any student or employee, unless permitted by state and federal law.

In order to keep this message relatively brief, rather than include more information and details in the body of the email, we are including a number of attachments. These include some of the guidance from the State Attorney General and State Chancellor's Office that we are relying upon for next steps; a previous communication we sent following post-election forums on our campuses that outlines our commitments, BPs and APs, guidelines for employees, and resources; and an all-campus email sent by EVC's OASISS Program that includes additional resources.

While responding to all of these changes seems daunting and overwhelming, we are confident that our District is up to the task and that through collaboration and keeping our Mission, Vision, Values, and service to students and the forefront of all that we do, we will be able to support our students, our community, and one another through these uncertain times.

To our undocumented students and employees, those from mixed-status families, and members of the LGBTQ+ community, please know that we see you, we are here to support you, and you are valued members of our community and the broader communities that we serve.

In Community Spirit,

Dr. Beatriz Chaidez, SJECCD Chancellor

Dr. Vinicio Lopez, EVC President

Dr. David Wain Coon, SJCC Acting President