



NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

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District Manager
Human Resources

May 13, 2021

Via Email

Faryha Salim

[REDACTED]
[REDACTED]

Dear Ms. Salim:

In response to your inquiry about teaching a summer class, this letter serves to notify you of two choices: 1) we can reinstate the class for you to teach, or 2) we can compensate you for the loss of the class if do you not feel safe teaching. The choice is entirely yours to make.

The College and District administration continue to have sincere concerns about whether your teaching this summer, so soon after this negative national attention, would expose you to further personal and professional attacks. This could include individuals enrolling in your class so as to gain access to you (via Zoom) for the purpose of attacking you directly and interfering with your class discussions and activities, and skills, who may seem benign or even enthusiastic in class, but collect information with the intent of using it to discredit or attack you in some way outside of class. While the College and District can monitor and block individuals who disrupt the class or attend without a legitimate, educational purpose, the reality is that in many instances these individuals will not become known to us until a problem arises. The physical safety and emotional health of you and your students is of utmost importance to us. We commend you for wishing to continue to teach and we admire your dedication to your field.

If do wish to accept the class we previously offered to you, we would ask to convene a meeting that includes your union representative, dean, communications chair, and others to discuss how we can support you, including technology safeguards that may be feasible, syllabi language, and a case manager for you to contact during the summer term if unanticipated issues arise.

As indicated, the choice is yours, and we will support your decision either way. Please let me know how you would like to proceed by Monday morning, May 17, 2021. If you elect to teach, we'd like to move forward promptly with posting the class in the schedule to ensure enrollment and with a meeting to review logistics.

If you have any questions, please feel free to contact my office directly at (714) 808-4826 or iramos@nocccd.edu.

Sincerely,

A handwritten signature in cursive script that reads "Irma Ramos".

Irma Ramos
Vice Chancellor, Human Resources

cc: JoAnna Schilling, President Cypress College