



**JIMMY H. BAKER**  
Chancellor

**TO:** Dr. Jim Purcell, Executive Director, Alabama Commission on Higher Education

**FROM:** Chancellor Jimmy Baker, Alabama Community College System

A handwritten signature in blue ink that reads 'Jimmy H. Baker'.

**DATE:** August 18, 2023

**RE:** Report on Violations of Act 2019-396

Pursuant to Act 2019-396, the Campus Freedom of Expression law, please find below a summary of violations and other information for Alabama's public community and technical colleges that is required under the law through July 31, 2023.

1. Date and description of each violation of the policy.

For the reporting period above, there was one violation to the Alabama Community College System Board of Trustees' Policy 224.01: Expressive Activities by the Campus Community.

On or about September 27, 2022, a non-probationary Instructor at the Wallace State Community College- Hanceville, during work hours, and using College technology resources, posted material which was harassing, discriminatory, and threatening. The conduct violated Policy 224.01 L.3., 4., and 6., and was in violation of the College's Social Media Policy and Acceptable Use of College Technology Resources Policy.

2. Description of the administrative handling and discipline relating to each violation.

On September 29, 2022, Wallace State Community College- Hanceville initiated termination proceedings by issuing a notice of proposed termination to the Instructor. The Instructor requested a hearing, which was held on February 13, 2023, and after which, on April 5, 2023, the termination was



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adopted and became effective. The Instructor appealed the decision and a hearing was held before a hearing officer on August 7, 2023. The appeal is pending.

3. A description of substantial difficulties, controversies, or successes in maintaining a posture of administrative and institutional neutrality.

Wallace State Community College- Hanceville continues to maintain a posture of administrative and instructional neutrality.

4. Any recommended assessments, criticism, commendations, or recommendations the Colleges see fit to include.

No additional assessments, criticism, commendations, or recommendations were reported.