



Part I: Please describe your grievance providing all pertinent details including times, dates, and critical facts.

Spring 2018 5-15-2018, All semester long, tell agent when too cover Jennifer Meloni, has made fun of me due to me being part of the DSPS center, made remarks towards me - very inappropriate, saying females should not be in the fire service because she can't do it - do to her ^{as thing} ~~as a~~, calling me a liar, in how I work out, I never do anything right. I have confronted her, she told me to drop or she will fail me, to sit down and shut up.

Part II: Please summarize the remedy you are seeking.

See attachment

Filing official charges against Jennifer Meloni for making fun of me and putting me down for being in the DSPS, In appropriate remarks, females should not be firefighters, Jennifer Meloni should not be allowed, to teach, she has broken every rule, discrimination, sexism, prejudice, If not handled, I will be filing legal charges against her and this will be a big black mark against the college

Part III: Processing Instructions - Submit this form (and any attachments) after signing and dating it to the Office of the Vice President of Student Services at Santa Ana College at VPStudentServices@sac.edu. The procedures described on the preceding page will be followed.

Submitted by:

[Redacted]

Print Name

[Redacted]

Best way to be reached (email, address or phone, etc.)

SAC Student ID #

[Redacted]

5-15-2018

Sign Name

Date

STUDENT GRIEVANCE FORM ATTACHMENT

I HAVE SPOKING TO JENNIFER MELONI, PLENT OF TIME ABOUT WHAT SHE HAS SAID TOWARDS ME, EVERYTIME TIME SHE TOLD ME TO DROP OR SHE WELL FAIL ME, AND TO SIT DOWN AND SHUT UP OR ELSE. ALL SEMSTER ALL, SHE SAID FEMALES SHOULD NOT BE IN THE FIRE SERVICE, BECAUSE SHE COULD NOT BE ONE HERSELF, DO TO HER ASTHMA.

BEGINNING OF THE SEMETER THEIR WAS ANOTHER FEMALE, JENNIFER HOWNDOGED HER SO MUCH, THAT SHE HAD DROPPED OUT. I WAS AT FIRST GETTING A B IN HER CLASS, THEN IT TURNED TO A D; SHE KEPT TAKING POINTS AWAY FROM ME, AND REFUSES TO GIVE POINTS TO OTHER ASSMENTS, I HAVE TURNED IN ON TIME. SHE REPEATLY MADE FUN OF ME INFRONT OF MY CLASS, BECAUSE I AM PART OF THE DSPS CENTER, NO ONE LIKED THAT, JENNIFER KEPT TELLING ME THAT I UNDERSTAND WHY YOU DON'T GET ANYTHING AND WHY YOU ARE NOT SMART, YOUR IN THE DSPS CENTER. SHE TOLD ME, THAT SHE CAN NOT ALLOW ANY FEMALE—EXSPESIALLY ME, TO BE IN THE FIRE SERVICE, THAT IT IS NOT ALLOWED.

ON 4-20-2018, I WAS FINALLY ABLE TO MAKE IT DOWN TO TALK TO MARK TURNER WHICH WORKS IN THE DSPS CENTER, I TOLD HIM WHAT HAS HAPPENED, HE ADVISED ME TO SPEAK TO DON—WHICH IS THE DEAN OF THE FIRE TEC PROGRAM. ON 4-26-2018, I WENT DOWN TO SPEAK TO DON, MY DAUGHTER WAS WITH ME, I TOLD HIM EVERTHING THAT WAS GOING ON, HE TOOK DOWN NOTES. AFTER, HE SAID HE WILL SPEAK TO JENNIFER ABOUT THIS. LATER THAT NIGHT, I WENT ON CANVUS, TO CHECK OUT MY GRADES, JENNIFER TOOK ALL MY POINTS, WHICH MADE 88.7 % HIGH D, ALL THEY AWAY DOWN TO 57% LOW F. THIS IS VERY CHILDISH OF HER TO DO THIS. A TEACHER, THAT HATES FEMALES SO MUCH—THAT SHE WILL DO THIS.

I AM WRITING YOU, ALSO I WILL ME SENDING THE SAME COPY TO A JENNIFER DE LA ROSA AND THE PRESIDENT OF THE COLLEGE. I AM FILING OFFICIAL CHARGES AGAINST JENNIFER MELONI, FOR MAKING

FUN OF ME AND PUTTING ME FOR BEING IN THE DSPS CENTER, INAPPROPRIATE REMARKS, FEMALES SHOULD NOT BE IN THE FIRE SERVICE, JENNIFER HAS BROKEN EVERY COLLEGE RULE: DISCRIMINATION, SEXISM, PREDIGEST. IF THIS IS NOT TAKEN CARE OF, I WILL BE FILING LEGAL CHARGES AGAINST JENNIFER MELONI AND THIS WILL BE A BIG BLACK MARK AGAINST THE COLLEGE

JENNIFER ALSO MENTION, EVERYDAY BEFORE WORK OR SHE WOULD DRIVE UP TO SAN DIEGO, SHE WOULD DRINK A HALF OF BOTTLE OF WINE OR A FULL BOTTLE BEFORE DRIVING, THIS IS TEACHING YOUNG GUYS, THAT IT IS OK TO DRINK AND DRIVE, OR BEFORE HEADING INTO A FIRE. THIS IS NOT APPROPRIATE.

SHE ALSO STEP OUT OF LINE WHEN SHE TOLD MY DAUGHTER TO SHUT UP AND RESPECT THE NEW TEACHER, DO NOT MAKE A SOUND. I TOLD MY DAUGHTER, YOU ONLY LISTEN ME, AND I ALREADY TOLD HER BEFORE HAND, NO ONE IN THE CLASS LIKED THAT AT ALL, WHAT SHE TOLD MY DAUGHTER. MY DAUGHTER WAS IN TEARS, I MADE HER HAPPY.

THIS WOMAN NEEDS TO BE INVESTIGATED, SHE SHOULD NOT BE ALLOWED TO TEACH. I AM THE FIRST TO REPORT HER, I DO NOT PUT UP WITH THIS, IN ALL MY OTHER CLASSES, I GOT A'S AND B'S, WITH NO PROBLEMS. I NEED THIS CLASS—KNOW I HAVE TO REDO, DO TO SOMEONE WHO HATES NOT ONLY FEMALES, BUT ME.

I AM FILING OFFICIAL CHARGES AGAINST JENNIFER MELONI

THANK YOU

████████████████████

5-18-2018

Grades for [REDACTED]

Course

Arrange By

FTC121 #49259 Th 8:30a

Due Date

Apply

NAME	DUE	SCORE	OUT OF	
Power of Belief - Developing a Growth Mindset Assignments	Feb 22 by 8:30am	20	20	
Fitness Goal Assignments	Mar 1 by 8:30am	20	20	
QUIZ #1 Quizzes	Mar 7 by 11:59pm	11.33	20	
Karvonen In-Class Assignment Assignments	Mar 8 by 11:40am	8	10	
Exam 1 Exams	Mar 15 by 11:59pm	22	48	
Exam 1 WEIGHTED Exams	Mar 15 by 11:59pm	45.83	100	
Biddle Needs Analysis Assignments	Mar 29 by 8:30am	20	30	
QUIZ #2 Quizzes	Apr 4 by 11:59pm	7.33	20	
Activity and Resting HR Logs Assignments	Apr 19 by 8:30am	-	70	
Biddle PAT Rx Assignments	Apr 19 by 8:30am		50	

She refused to give me my points

refuses to give me my points

all the way to ~~Apr~~ Apr 25th

NAME	DUE	SCORE	OUT OF
Exam 2 Exams	Apr 19 by 11:59pm	21	50
Exam 2 WEIGHTED Exams	Apr 19 by 11:59pm	42	100
EXTRA CREDIT Assignments	Apr 25 by 11:59pm	0	0
DRI Activity Assignments	Apr 26 by 11:30am	20	20
Food Label Activity Assignments	May 3 by 11:30am	18	20
Nutrition Exam 2 Assignments	May 17 by 11:59pm	-	20
3 Day Diet Analysis Assignments		-	40
Nutrition Exam 1 Assignments		7	20
ASSIGNMENTS		80.71%	113.00 / 140.00
QUIZZES		46.67%	18.67 / 40.00
EXAMS		43.92%	87.83 / 200.00
DISCUSSIONS		N/A	0.00 / 0.00
TOTAL		57.76%	219.50 / 380.00

She refused to give me my points

Ken
Nick
Scott
Web

Nick
Scott
Web

I would also love all my pain back were I can pass it

She took points away from me after Don spoke to her. And gave me a f. She refuses to give me points for my other assignments that I turned in on time. The better mass with inter- is not right. I would love all my points + 100

Name [REDACTED]

KARVONEN'S FORMULA

Your target heart rate zone can be calculated using your estimated maximum heart rate and your resting heart rate. To attain your resting heart rate, palpate your carotid (or radial) artery for 1 minute. Your target heart rate zone can be estimated as shown below. Notice that a 60-80% range is recommended for aerobic/endurance training, but exercise above 80% is recommended for interval training, which is appropriate for and comparable to the intensity of typical fire ground and firefighting tasks.

CALCULATION:

Constant:

Subtract Your Age:

Est. Max Heart Rate

Subtract Your Resting HR:

Heart Rate Reserve (HRR)*

long age?

$$\begin{array}{r}
 220 \\
 - 82 \\
 \hline
 138 \\
 - 29 \\
 \hline
 109
 \end{array}$$

29

$$\begin{array}{r}
 109 \\
 - 90 \\
 \hline
 19
 \end{array}$$

19

$$\begin{array}{r}
 19 \\
 \times 0.60 \\
 \hline
 11.4
 \end{array}$$

$$\begin{array}{r}
 19 \\
 \times 0.80 \\
 \hline
 15.2
 \end{array}$$

111

*7 82
29
53
82
40
16*

Recommended Aerobic Training Zone	60% HRR	80% HRR
HRR* =	* 111	* 111
Multiply by 60% and 80%	x 0.60	x 0.80
Equals:	= 82	= 162
Add back Resting Heart Rate:	+ 29	+ 29
Equals Target Heart Rate	= 58	= 58
Round off for THR Zone:	111	to

APPLICATION:

In the space provided, describe a 30-60 minute **metabolic** workout based on your above calculated Target HR Zone. Include a warm-up/movement prep, aerobic, anaerobic, and cool-down components in your workout. Describe the **Mode** (type) of exercise (literally, what will you be doing for each part of the workout), the **Intensity** in terms of heart rate range, and the **Time** (duration) of each workout component, all based on your above calculated THR Zone.

	Mode	Intensity	Time
Warm-up	Stretching Stretching, dancing		
Aerobic	weight lifting, bike, arms	20-120, 5 min rest between each set	2- to 5 mins, 1 min rest
Anaerobic	walking hill up step , walking down hill Any other mode you can tolerate?	192 decrease to 120?	15 min rest 5 mins
Cool-down	Swims, then hot room to relax	28 beats, down to 10 beats	5 mins to 10 mins

He should/would not go this low

Points 8 / 10

Biddle Physical Ability Test Needs Analysis

M. 8:30

PAT Event	Related Fitness Component(s)	Types of Training Exercises	Examples of Training Exercises
Dry / Charged Hose Advance	Aerobic strength	Lower body push, HIT crawling. leg power/HIT core grip	
Halvard Raise	Strength/Pull (Grip)	Upper body pull, Grip.	
Roof Walk / Attic Crawl	Balance, Core Stability	Crawl/Single Leg exercise + core single arm front carry	
Roof Ventilation	Power, Agility/Balance Core	Upper body, pull fast, core	Med ball Chop, or Calorie pull
Dummy Drag	Balance Core stability Post-strength Lower body strength - upper body core	Upper + lower strength, core, grip	Med ball, dumb bells,
Ladder Removal, Carry, and Replacement			
Stair Climb w/ bundle and bottles	Aerobic Aerobic Agility	Lower leg strength upper strength, balance, leg lifts, sprints	Weights
4th Floor Search	Core engagement Aerobic	Crawling upper and lower strength	
Hose Hoist	Upper Body stre. Grip stre. Post. Chain stre.	Upper + lower strength arms + legs, core, grip, fast, HIT	

~~Example~~

Some alien find

Points: 20 30

KEY [EK] VERIFY [EV] RESCORE [ER]

Student ID Number	[0]	[0]	[0]	[0]	[0]	[0]	[0]	[0]	[0]	[0]	[0]	[0]
	[1]	[1]	[1]	[1]	[1]	[1]	[1]	[1]	[1]	[1]	[1]	[1]
	[2]	[2]	[2]	[2]	[2]	[2]	[2]	[2]	[2]	[2]	[2]	[2]
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50	[A]	[B]	[C]	[D]	[E]					100	[A]	[B]	[C]	[D]	[E]

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STUDENTS

USE NO. 2 PENCIL ONLY

- EXAMPLE: [A] [B] [C] [D] [E]
- MAKE DARK MARKS
- ERASE COMPLETELY TO CHANGE
- MAKE NO STRAY MARKS

INSTRUCTORS

KEY MARKING INSTRUCTIONS

KEY: Must mark this box on key sheet.

VERIFY: Print correct response next to incorrect answers. If verify next to incorrect answers.

RESCORE: Rescore a previously scored test. Automatically prints correct responses.

AcquiScan
 SUBQUANTIFIED

NAME _____

SUBJECT Exam 2

DATE _____ PERIOD _____

22/44.0%

22448

45.0%

F

RESCORE



SCORE

Jennifer Meloni, M.S.
Assistant Professor Fire Technology and Wellness
Santa Ana College, Room A-113
1530 W. 17th Street
Santa Ana, CA 92706
Meloni_Jennifer@sac.edu

Subject: Response to SAC Student Grievance Form, submitted by [REDACTED], SAC Student [REDACTED], dated 05.15.2018

May 28, 2018

On Tuesday, May 22, Assistant Dean Donald Mahany notified me of a Student Grievance he received that day from [REDACTED]. The following entails my response to her grievance. I am available at the above contact for any follow-up.

Response to Student Grievance Form Part I:

I have not “made fun” of [REDACTED] or any student due to her “being part of the DSPS center”. I state at the beginning of every semester that which is entailed in my syllabus, that I am here to support my students’ learning and aim to partner with any students who might need accommodations along with the DSPS in order to best meet students’ needs (see syllabus attached).

I have never stated that “females should not be in the fire service”. Furthermore, I did not state that “females should not be in the fire service because (I) could not be – (due) to (my) asthma”. I did state that the National Fire Protection Association (NFPA) has issued Standard 1582, Standard on Comprehensive Occupational Medical Program for Fire Departments. I briefly explained to my students that NFPA 1582 gives guidelines for medical requirements for fire department candidates and fire department members. In addition, I gave several examples of medical conditions that “shall” or “may” preclude fire department candidates from performing essential job tasks safely, depending on a physician’s medical examination, such as chronic bronchitis or obstructive pulmonary disease, other pulmonary conditions that may affect a candidate’s ability to safely wear and use a Self-Contained Breathing Apparatus (SCBA), uncorrected vision of a certain degree, and other health conditions as described in the NFPA 1582 document. I referred all students to this industry Standard document for specific parameters and details.

I have never called [REDACTED] a liar. I did not say that she never does anything right. One time I did give [REDACTED], along with nearly all the students in class that day, corrections in her movement pattern during an in-class group activity practicing the “hip hinge”. The hip hinge is a foundational movement pattern for lifting from the ground up, such as in a deadlift weight training exercise and in common fireground and rescue tasks such as lifting patients, removing a downed firefighter or victim, and lifting equipment. As I did with the other students, I gave her feedback on and corrections to her movement pattern, along with the benefits of correcting that movement pattern. I believe my feedback and

corrections were positive and constructive in nature, as that is my regular practice when teaching any movement pattern.

██████████ has never approached me in person, via email, or via phone about these present concerns. I have never spoken with her nor heard directly from her about any of these issues. I have never told her to “drop”, nor have I ever told her that I “will fail (her)”, nor have I ever told her “to sit down and shut up.”

Response to Student Grievance Form Attachment:

- ██████████ has never spoken to me about any of the remarks she claims that I have said to and about her.
- No other female was ever enrolled in my class nor in attendance this semester except for ██████████.
- I have not taken away points from any student, including ██████████. I have never refused to give any student his or her grade, including ██████████. Furthermore, ██████████ has not asked me for an update on her grade. If she had, I would have willingly reviewed her grades and discussed with her any questions or concerns she had regarding the same. There were some assignments that had not yet been entered into the Grades in Canvas at the time she submitted her grievance. Since then, all assignments have been graded and entered into the Grades in Canvas.
- Again, I have never made fun of or otherwise disrespected her or any student for being in DSPS. In fact, I encourage students to utilize resources that are available to them in order to promote their success in and out of the classroom.
- I have no authority over who is allowed into the fire service and have never claimed that I “cannot allow any female – especially ██████████, to be in the fire service”.
- My Assistant Dean Don Mahany spoke with me on April 26 about ██████████ verbal complaint she had made earlier that morning. I followed up with an online incident report regarding her false accusations. Pursuant to that, I did not alter her grades by taking away “all (her) points”. If I had entered grades on or around that same date, the update in grades might have changed her overall percentage.
- I do not “drink a half bottle” or “a full bottle” of wine before driving nor do I do so before work. I have not said in class that I do this, and I would not model this behavior for any person. The only mention of wine in my class is in the context of coronary artery disease and the possible benefits to HDL cholesterol associated with moderate consumption of red wine. I always follow-up this statement with the statement that the drawbacks of regular consumption of wine most likely outweigh any health benefits and that there are other healthier lifestyle behaviors associated with an increase in HDL levels that are recommended.
- On April 26, at approximately 0830 before the beginning of class, I sat down next to ██████████ young daughter (approximately age 7-9), whom I had met the previous week in class, to introduce her to the new teacher in class that day. ██████████ daughter had been in class the previous week on April 19, and she was very well behaved and only slightly disruptive at the very beginning of class. The daughter had received my direction very well at that time when I

asked her to wait until the break to share her drawings with me or to ask me questions so that I could focus on the students in class and their questions. The second time [REDACTED] brought her daughter to class on April 26, the Nutrition professor was going to be teaching class for the first time. Since he was a new instructor to the class and I had been acquainted with the young girl already, I took the liberty to sit down next to her and introduce her to Mr. Berger, the new instructor. I asked her to give him the same respect that I asked of her the week before and to save her questions for him until the break. She had drawn a cute picture for me already that morning, as she had done the week prior (see drawings attached), and I told her thank you and that if she wanted she could draw a picture for Mr. Berger, too, and that he would probably love it. She said "OK", and after class, Professor Berger placed on my desk a second picture that the daughter had drawn for me during class that morning (see drawings attached).

- I do not hate [REDACTED], nor any other student, nor have I ever verbalized such sentiment.



SANTA ANA COLLEGE

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1300 S. Bristol St.
Santa Ana, CA 92704-3424
(714) 241-5812

Centennial Education Center
2900 W. Edinger Ave.
Santa Ana, CA 92704-3902
(714) 241-5700

Basic Fire Academy
18301 Gothard St.
Huntington Beach, CA 92648
(714) 841-9645

**CJTC—Orange County Sheriff's
Regional Training Academy**
15991 Armstrong Ave.
Tustin, CA 92782
(714) 566-9200

June 25, 2018

Dear [REDACTED]

I am writing this letter in response to the grievance you filed with the President of Santa Ana College, which was received on May 21, 2018. The purpose of your grievance was to express your concern about the way that you were treated by Professor Jennifer Meloni throughout the Spring 2018 semester. Following the college's Grievance Procedure for Students, a hearing panel was assembled and met on Monday, June 25, 2018 with you present. At that time, you verbally summarized your grievance, responded to questions from the hearing panel, and stated what you wanted to happen as a result of your grievance.

You wanted to make the college administrators aware of the situation and have someone speak with Professor Meloni regarding your allegations

After you left the room, the hearing concluded with the panel members agreeing that the Associate Dean of the area will meet with Professor Meloni to discuss your allegations.

On behalf of the panel members, we wish you well as you continue your studies at Santa Ana College.

Sincerely,

Shelly Jaffray

Interim Vice President, Academic Affairs

PRESIDENT: Linda D. Rose, Ed.D.

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