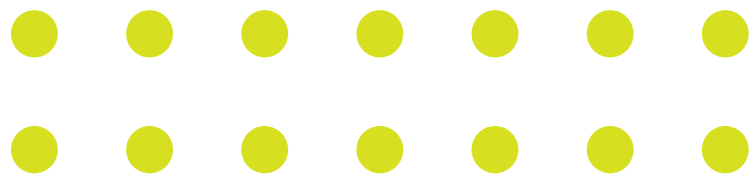


# OUR PLEDGE TO YOU



As the President's Leadership Team of Bristol Community College, we pledge to support our students and fellow colleagues learning and working remotely or on campus during the COVID-19 pandemic. We understand the ever-changing demands that the pandemic has caused and appreciate the resiliency of our community throughout this unprecedented time in our lives. We also respect and appreciate the need for work/school-life balance, and pledge to stay true to the following as we continue to work and learn as a united college community:

## We pledge to spread #BristolKindness.

We will keep in mind that we are "showing up" in others' homes for the first time and want to show respect.

We will strive to make people feel comfortable in their remote surroundings.

As we meet members of our extended Bristol community, we will practice empathy. It is understandable and okay that family members may make noise or jump on camera, or pets make an appearance or say hello – they're now a part of the Bristol community, too!

## We pledge to take care of the Bristol community.

We will make it a priority to take care of all who may need support.

- Bristol supports our community through services such as the [Student Wellness Office](#), [Mass4You EAP](#) for benefitted employees, the weekly HR Staff Wellness e-letter, and other [community wellness resources](#).
- We recognize that with these changing times, professional development in support of our employees navigating new work challenges is critical. We pledge to offer professional development sessions regarding online teaching and learning, technology use, and various other relevant topics. Employees may reach out to Human Resources for assistance with their training needs.

We will encourage everyone to:

- Practice healthy habits such as standing up and moving frequently throughout the day, staying hydrated, and getting enough sleep.
- Block out time on the calendar to have lunch away from the workspace when possible.
- Get outside each day for fresh air.
- Maintain social distancing, wear a face mask, and practice proper hygiene protocols to stay safe.

## We pledge to check in on each other to stay connected.

We encourage others to check in on the well-being of our Bristol community, while respecting people's privacy.

We will host virtual social interactions with colleagues, so that we may continue to interact as a community, even while remote.

## We pledge to respect and support flexibility for personal needs.

We acknowledge that we are working hard to balance our work and personal lives in unprecedented circumstances, such as homeschooling our children, providing care to others, and addressing personal needs, among other responsibilities.

We pledge to set boundaries to prevent video fatigue.

- We respect scheduled start and end times for meetings, recognizing video fatigue is real and a new phenomenon for all of us, including our students.
- We will strive to hold meaningful meetings and keep to reasonable timeframes, where possible. If a longer meeting is required, we will factor in short breaks.

Although we encourage the use of video during meetings so we can feel more connected, there will naturally be times when it is just not feasible given home circumstances. During these times, we want everyone to feel comfortable that they can simply turn the video off as needed.

- If available, add a picture to your profile, so we may still "see" you without seeing you.

If a video call needs to be put on hold to handle a personal issue, it is okay.

**We make this pledge to ourselves, our colleagues, students, and the greater Bristol Community to ensure a productive remote work and learning environment for all.**

*President Laura L. Douglas, Ph.D.*

*Robert Delaleu*

*Kate O'Hara*

*Joyce Brennan*

*Shanna Howell, Ph.D.*

*Jo-Ann Pelletier*

*Suzanne Buglione, Ed.D.*

*Steve Kenyon*

*Paula Popeo*

*Gary Convertino, Ed.D.*

*Jennifer Menard*

*Robert Rezendes*



Inspired by the [IBM Work from Home Pledge](#)

**BRISTOL  
TOGETHER**

**BRISTOL**  
COMMUNITY COLLEGE