



DATE: October 23, 2025

TO: Chabot-Las Positas Community College District

FROM: Chancellor Ronald P. Gerhard, CLPCCD
President Dyrell Foster, Las Positas College
President Jamal Cooks, Chabot College

SUBJECT: CLPCCD Communication – Immigration Enforcement-Reminder of Procedures and Resources

News outlets are reporting expected immigration enforcement activity in the San Francisco Bay Area, potentially beginning this week. We understand that this may cause anxiety and uncertainty among members of our community. While details remain unclear, we want to reaffirm our established procedures and available resources.

Administrative Procedure 3415 (Immigration Enforcement Activities) governs how employees should respond if approached by immigration enforcement agents or other federal officers while at work.

Key Provisions from AP 3415:

- Employees are not expected to block, challenge, or prohibit federal agents who appear on campus.
- All such individuals, regardless of whether they present a warrant, subpoena, or no documentation at all, must be directed to the President's Office (or the Chancellor's Office for district services or administrative sites).
- Employees should not attempt to verify or assess the validity of any legal documents. This determination will be made by the Chancellor, President, or their designee, in consultation with legal counsel.
- If officers enter restricted areas without consent or valid documentation, do not physically interfere. Instead, make a written record of the interaction and notify the President's or Chancellor's Office immediately.

To be clear, CLPCCD employees are not expected to determine the legitimacy of immigration enforcement activity. Your role is limited to referring such matters to the Office of the Chancellor or President. For full guidance, please refer to: AP 3415: Immigration Enforcement Activities (<https://clpccd.org/policies/files/docs/AP3415.pdf>).

Commitment to Our Community:

This is also an opportunity to reaffirm our district's unwavering commitment to the safety, well-being, and inclusivity of all members of our campus community. We stand by the principles established by California's sanctuary jurisdiction laws, Senate Bill (SB) 54 (the California Values Act) and Assembly Bill (AB) 21, which are designed to protect the rights of all individuals, regardless of immigration status, and foster a supportive campus environment.

California community colleges are bound by state laws that prohibit using resources to aid federal immigration enforcement, except as explicitly required by state or federal law. These laws remain in effect, and we are fully committed to adhering to their mandates. Our commitment to the CLPCCD community and resources available are summarized below:

- We will continue to refrain from collecting or sharing data on immigration status unless legally required.
- Legal support and information about immigration services will remain available to our students, faculty, and staff.
- The Higher Education Immigration Legal Services Program provides a wide range of free immigration legal services to undocumented and mixed status students, faculty, and staff on California community college campuses. More information at **[FindYourAlly.com](#)**.
- If you feel anxious and overwhelmed, seek free mental health support to help you navigate difficult times. **[Chabot College Services](#)** | **[Las Positas College Services](#)**
- Please remember that our colleges offer robust support services for undocumented students. Visit the following links for more resources you can access on your campus.
 - **[Las Positas College Undocumented Support Center](#)**
 - **[Chabot College Dream Center](#)**

We are committed to supporting all members of our community during this time.

Stay updated on staff and student communications by visiting **www.clpccd.org/communications**.