

HEERA This is the acronym for the **H**igher **E**ducation **E**mployer-**E**mployee **R**elations **A**ct, enacted in 1978 as SB 1091 (Berman), Chapter 744, California Government Code, Section 3560 and following. This is the higher education collective bargaining law that applies to the California State University.

HAAK, HAROLD H. Dr. Harold H. Haak was sixth university president from the beginning of 1980 to 1991. Prior to his service as university President, Dr. Haak had been the Vice President for Academic Affairs from 1971 to 1973.

HARASSMENT It is the policy of the university to maintain a working and learning environment free from harassment of its employees, students, and those who apply for employee or student status. Harassment is defined as any conduct that has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile or offensive working/learning environment. Harassment because of race, color, religion, national origin, gender, sexual orientation, marital status, pregnancy, age, disability, or veteran's status is strictly prohibited. Violations of this policy may be considered a serious breach of professional conduct.

Complaints regarding any form of harassment should be directed to the attention of the Director of Human Resources (8-2364).

References: [CSU Executive Order 675](http://www.calstate.edu/eo/EO-675.pdf)
<http://www.calstate.edu/eo/EO-675.pdf>

[Policy Prohibiting Sexual Harassment \(APM\)](http://www.csufresno.edu/humres/MAPP/II/G/G-25.pdf)
<http://www.csufresno.edu/humres/MAPP/II/G/G-25.pdf>

[Policy on Faculty Student Consensual Relations \(APM\)](http://www.csufresno.edu/AcademicAffairs/aps/apm/346.pdf)
<http://www.csufresno.edu/AcademicAffairs/aps/apm/346.pdf>

HAZARDOUS CHEMICALS It has been said that although all things are toxic, not all are poison; the dose makes the poison! It is only when a chemical substance is introduced into the body via respiration, ingestion or absorption, in sufficient amounts to elicit a reaction that a poisoning will occur. It is the responsibility of all personnel who work with chemicals to insure that poisoning does not occur and that all guidelines and safety precautions are carefully observed. The Environmental Health and Safety Office should be consulting when addressing problems associated with working in proximity to hazardous chemicals. If you have any questions, concerns, or are in need of help regarding hazardous or potentially dangerous chemicals, please contact the Director of Environmental Health and Safety (8-7422).

Reference: [Policy and Procedures for Storage, Research and Chemical Analyses with Controlled Substances at California State University \(APM\)](http://www.csufresno.edu/AcademicAffairs/aps/apm/526.pdf)
<http://www.csufresno.edu/AcademicAffairs/aps/apm/526.pdf>

HEALTH AND HUMAN SERVICES, COLLEGE OF (8-4004)

Beginning in the late 1960's, state appropriations provided for a separate School of Social Work. During the reorganization of 1981, the School of Social Work was merged with a number of health related programs to create the School of Health and Social Work. In January 1995, the name was changed to the School of Health and Human Services. In Fall 1999, the school became the College of Health and Human Services.

Departments

Communicative Sciences and Disorders
Health Science
Kinesiology
Nursing
Physical Therapy
Recreation Administration and Leisure Studies and Gerontology Program
Social Work Education

Ancillary Units

Central California Center for Health and Human Services

The following individuals have served as dean

School of Health and Social Work

1981 - 1994 Richard Ford

School of Health and Human Services

F 1994 Richard Ford
S 1995 - 1999 Benjamin Cuellar

College of Health and Human Services

1999 - Benjamin Cuellar

Reference: [College of Health and Human Services
http://www.csufresno.edu/CollegeofHealth/](http://www.csufresno.edu/CollegeofHealth/)

HEALTH AND PSYCHOLOGICAL SERVICES (8-2734) Located in the Health Center south of the Library, Health and Psychological Services provides outpatient clinical medical care and, separately, psychological counseling services to all regularly enrolled students enrolled attending on-campus classes. While students pay a mandatory health fee at the time of registration, the university underwrites a portion of the costs of the operation.

Health and Psychological Services provides only emergency and first aid care to faculty, other employees and visitors on campus. In cases of acute work-related injuries, Health Services will evaluate the injury and refers to a Worker's Compensation clinic or treats minor injuries requiring not more than five visits.

Reference: [Health Center](http://studentaffairs.csufresno.edu/health/)
<http://studentaffairs.csufresno.edu/health/>

HEALTH AND SAFETY The university recognizes the importance for the protection of health and safety of its employees. Faculty should make every effort to maintain a safe environment for themselves, other employees, and for students. Faculty members are expected to observe all safety rules, regulations, and practices. All employees are required to report any unsafe condition or hazard **as soon as possible** to the appropriate administrator.

Reference: [CBA Article 37 Health and Safety](http://www.calstate.edu/LaborRel/Contracts_HTML/CFA_CONTRACT/article37.shtml)
http://www.calstate.edu/LaborRel/Contracts_HTML/CFA_CONTRACT/article37.shtml

[Emergency Procedures Online Manual](http://www.csufresno.edu/police/emergency.htm)
<http://www.csufresno.edu/police/emergency.htm>

HEALTH SERVICES See Health and Psychological Services

HOLIDAY, PERSONAL See Personal Holiday

HOLIDAYS The university observes all national holidays as holidays for employees in active employment status. The university also observes a number of state holidays. The university is normally closed for the President's Day Observance that is observed on the third Monday in February.

Nine month faculty are entitled to observe all days designated in the campus academic calendar as academic holidays or any other day designated by the Governor for a public fast or holiday. However, for nine month or academic year faculty, these days are not counted as work days and are not compensable.

The university observes Lincoln's Birthday, Admissions Day, Columbus Day and Veteran's Day during the week between Christmas and New Year's Day.

Reference: [CBA Article 33 Holidays](http://www.calstate.edu/LaborRel/Contracts_HTML/CFA_CONTRACT/article33.shtml)
http://www.calstate.edu/LaborRel/Contracts_HTML/CFA_CONTRACT/article33.shtml

HONORARY DEGREES The California State University grants honorary degrees to individuals who have distinguished themselves with a record of significant achievement or service that embodies the objectives and ideals of the CSU. The degrees are granted at the commencement exercise of the sponsoring campus.

HONOR SOCIETIES. Listed below are the honor societies active on the campus.

<i>University's Honor Society</i>	Phi Kappa Phi	All Graduate and Undergraduate Academic Disciplines
<i>Undergraduate Studies</i>	Golden Key	All Undergraduate Majors

Specific Disciplines

Alpha Iota Delta	Information Systems & Decision Sciences
Alpha Kappa Delta	Sociology
Alpha Zeta	Agriculture
Arnold Air Society	Aerospace Studies
Beta Alpha Psi	Accountancy
Beta Gamma Sigma	Business
Epsilon Pi Tau	Industrial Technology
Eta Kappa Nu	Electrical Engineering
Gamma Theta Upsilon	Geography
Kappa Delta Pi	Professional Education
Omicron Delta Epsilon	Economics
Phi Beta Delta	International Scholars
Phi Sigma Iota	Foreign Languages
Phi Upsilon Omicron	Home Economics
Psi Chi	Psychology
Scabard and Blade	Military Science
Sigma Lambda Chi	Construction
Sigma Theta Tau	Nursing
Tau Beta Pi	Engineering, Surveying & Photogrammetry
Upsilon Pi Epsilon	Computing Sciences

Reference: [Honor Societies](http://www.csufresno.edu/honorsocieties/)
<http://www.csufresno.edu/honorsocieties/>

HONORS COLLEGE, SMITTCAMP FAMILY See Smittcamp Family Honors College

HUMAN PERFORMANCE LAB (8-2016) Affiliated with the Department of Kinesiology, the mission of the lab is to provide instructional and research support to faculty, students, and the university community. The lab houses equipment to perform the following: maximal oxygen uptake, biomechanical analyses, body composition testing, cardio-vascular measurements and flexibility testing.

HUMAN RESOURCES (8-2364) This office is charged with handling all personnel matters **except** individuals in bargaining Unit 3 (Faculty) and Adjunct Faculty, Teaching Associates, and Graduate Assistants. Staff Personnel Office, the Benefits Office and the Employee Assistance and Development Program report to the Director of Human Resources. The Director of Human Resources reports to the Vice President for Administration.

All complaints regarding any form of harassment, discrimination or retaliation for whistleblower activities should be brought to the attention of the Director of Human Resources for investigation.

Reference: [Human Resources](http://www.csufresno.edu/humres/)
<http://www.csufresno.edu/humres/>

HUMAN SUBJECTS It is the policy of the university that all graduate and undergraduate courses dealing with research procedures include an appropriate discussion of the ethics and procedures of human subjects. Instructors may secure a copy of the Policy and Procedures for Research with Human Subjects at California State University, Fresno and copies of a Pocket Guide to Research with Human Subjects from the Office of the Vice President for Administration.

Reference: [Research with Human Subjects \(APM\)](http://www.csufresno.edu/AcademicAffairs/aps/apm/516.pdf)
<http://www.csufresno.edu/AcademicAffairs/aps/apm/516.pdf>