

EMPLOYEE WELLBEING AT SANTA MONICA COLLEGE

Ongoing Support Services and Our Community's Response Critical Incidents

Prepared for DPAC July 22, 2026

The 9 Dimensions of Wellness

Supporting the whole student is the core focus of Student Health and Wellbeing (SHW) — every service we offer maps back to one of these dimensions



Wellbeing Services Available to SMC Employees

Ongoing resources supporting the whole person

1

EASE — Employee Assistance Service for Education

Free, confidential face-to-face counseling, phone consultations, and community referrals for family troubles, emotional distress, substance concerns, job stress, or grief.

[800-882-1341](tel:800-882-1341)

2

HR Health & Benefits

District health plans include mental health and wellness benefits; employees can select their own providers based on specialty.

admin.smc.edu/human-resources

3

Workplace Violence Prevention Program

An established program for reporting perceived threats and accessing prevention resources, reinforcing a safe working environment for every employee.

smc.edu

4

Center for Wellness & Wellbeing Partnership

While focused on students, the CWW clinical team provide workshops for staff throughout the year, are available for consultation, and partner with HR during critical times to provide aftercare

[310-434-4503](tel:310-434-4503)

Care & Prevention Team (CPT)

Your partner for supporting students who need extra care

1

Notice a concern

You notice a student who seems to be struggling — personally, academically, or behaviorally.

2

Submit a referral

Complete a referral at www.smc.edu/cpt to let the Care & Prevention Team know.

3

CPT reviews & reaches out

Our team reviews the referral and connects with the student to offer support and resources.

4

We resolve it together

CPT partners closely with you — and the department chair when needed — to help resolve the situation and support you.

[SUBMIT A REFERRAL](#)

Concerned about a student? Share a concern at www.smc.edu/cpt and our team will take it from there.

Student Judicial Affairs (SJA)

Tools to help you address disruptive or concerning student behavior

FEATURED RESOURCE

2-Day Classroom Removal

Submit a 2-day classroom removal request when a student’s behavior disrupts your class. This gives Student Judicial Affairs time to investigate the incident and work with you to address the behavior before the student returns.

1

Report a Conduct Concern

Submit a report when a student's behavior violates the Code of Conduct, in or outside the classroom.

2

Investigation & Resolution

SJA reviews each case, gathers information, and determines appropriate next steps.

3

Faculty Consultation & Support

Our team is available to talk through options and support you before, during, and after a referral.

Wellness Workshops & Groups, Year-Round

Ongoing programming offered to SMC employees throughout the academic year



Dialectical Behavior Therapy (DBT) Group

A virtual group open to staff, teaching DBT-based skills for managing emotions, stress, and difficult moments.



Meditation & Mindfulness

Guided sessions building calm, focus, and resilience for the workday and beyond.



Intuition & Self-Defense

Workshops building situational awareness and confidence in personal safety.



Candle Making for Stress Relief

A creative, low-pressure gathering for connection, mindfulness, and stress relief.



Body Movement

Gentle movement sessions supporting both physical and mental wellbeing.



De-escalation & Suicide Prevention

Workshops recognizing the signs of someone in distress and building tools to support individuals in crisis

Support Services Provided to Employees

How HR and the Center for Wellness & Wellbeing responded in the week following October 14



Specialized Crisis & Grief Counselors

Outside counselors through Empathia were brought to campus specifically to support employees through acute grief and shock.



Individual Drop-In Counseling

Daily drop-in sessions were held at the Student Services Center for any employee needing one-on-one support.



Department-Specific Group Sessions

Dedicated group sessions were held for Maintenance, Grounds, and Operations staff, who were closest to the colleague they lost.



EASE Short-Term Therapy

Bilingual short-term therapy services were made available through EASE for any employee seeking ongoing support.



24/7 Empathia Support Line

A round-the-clock emotional support hotline (877-841-1080) gave employees immediate access to help at any hour.



Department of Mental Health

We worked with the LACDMH to provide outreach at CMD and Main Campus providing information on outside support services available.

LOOKING AHEAD

Free Virtual Therapy via Uwill. SMC also provided staff free virtual therapy through Uwill after the October 2024 tragedy, and the college is now in conversations with Uwill about the future of this service. More to come.

Resources Are Always Available

Whether today or any day — support is one call away.



EASE — Employee Assistance

800-882-1341



Bodega Access

www.smc.edu/basicneeds



Center for Wellness & Wellbeing

310-434-4503 | cww@smc.edu



SMC Campus Police

310-434-4300 | 9-1-1 for emergencies



Human Resources — Health & Benefits

admin.smc.edu/human-resources



Wellness Central

www.smc.edu/healthandwellbeing

You are not alone. If you or a colleague are struggling, please reach out.

OIR Recommendation & SMC's Response

Following the independent After Action Report on the October 2024 incident

RECOMMENDATION 8

Beyond campus-wide wellness support, OIR recommended SMC continue to proactively reach out and offer services directly to the community members most affected by a traumatizing on-campus event.

WITHIN 60 DAYS

The Dean of Health and Wellbeing updated the existing Suicide and Death Prevention and Postvention Plan and provides it to the Superintendent/President.

WITHIN 90 DAYS

The Superintendent/President provided the updated plan to the Board of Trustees and to DPAC (District Planning and Advisory Council).

How the Updated Plan Was Strengthened



Targeted, Direct Outreach

Faculty, staff, and students most directly impacted by an event are proactively identified and contacted, rather than waiting for self-referral.



Clear Notification Protocol

Defined steps for campus notification and scene response, aligned with Administrative Regulation 2450.



Coordinated Faculty & Staff Guidance

Do's-and-don'ts talking points and coursework accommodation guidance help faculty support impacted students and colleagues.