



To: DISTRICT
Subject: EEO Plan Notification to all District Employees
Date: September 3, 2021
Attachments: [EEO Plan 2020-FINAL](#)

**ANNUAL NOTIFICATION OF SANTA MONICA COLLEGE'S
EQUAL EMPLOYMENT OPPORTUNITY (EEO) PLAN**

Dear SMC Community:

The commitment of the Santa Monica Community College District to equal employment opportunity is articulated in Board Policy 3420 – Equal Employment Opportunity:

"The District is committed to the principles of equal employment opportunity. The District will provide equal employment opportunity in accordance with all applicable federal, state, and local laws, and will implement a comprehensive program to put those principles into practice.

The Board commits the District to vigorous equal employment opportunity in all aspects of its academic and classified employment programs, including recruitment, selection, assignment, retention, promotion, and transfer. The District will strive to achieve a workforce that reflects and welcomes diversity to ensure an inclusive educational environment. Such an environment fosters cooperation, acceptance, democracy, and free expression of ideas."

Additionally, Board Policy 7100 encapsulates the District's commitment to diversity:

"The Santa Monica Community College District is committed to building an inclusive and diverse environment and maintains a comprehensive program to ensure that practice reflects these principles. Diversity within the college environment provides opportunity to foster mutual awareness, knowledge, and sensitivity, to challenge ingrained stereotypes, and to promote mutual understanding and respect. The District is committed to a work and learning environment conducive to open discussion and the free exchange of ideas. Global awareness and exploration of the diversity of the local communities served by the College are both important components of the commitment of the college to diversity. Embodying, promoting and celebrating diversity inspires innovative ideas, practical solutions, and team-building in the District's goal of achieving professional and educational excellence.

The commitment of the District to equal employment opportunity and diversity, and to the protections against unlawful discrimination and harassment as defined by federal and state

law, is at the core of our mission; the processes and procedures to support this commitment are set out in this Equal Employment Opportunity (EEO) Plan (hereinafter referred to as the "Plan" or the "EEO Plan")."

It is the goal of the Santa Monica Community College District that all employees promote and support equal employment opportunity because equal employment opportunity requires a commitment and a contribution from every from every member of the District community.

- The District's Board Policy 3420 Equal Employment Opportunity and Board Policy 3410 – Nondiscrimination, may be accessed at:
www.smc.edu/administration/governance/board-of-trustees/board-policy-manual.php
- Santa Monica College's EEO Plan, was initially adopted in October 2014. Per state regulation, it is revised every 3 years; the most recent revision was adopted by the Board of Trustees in August 2020 and can be viewed on the SMC website at
www.smc.edu/administration/human-resources/documents/EEO_Documents/EEO-Plan.pdf
- Visit the [Diversity, Equity & Inclusivity @ SMC](#) website for additional information, resources and links to all EEO and Title 5 related issues.
- Any person may request a paper or electronic copy of the EEO Plan from the District's Office of Human Resources, CSEA Chapter 36, SMC Police Officers' Association, or the SMC Faculty Association.

If you have any questions regarding the EEO Plan and/or unlawful discrimination, please contact the Office of Human Resources at 310-434-4415, or you may contact me directly.

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