

SANTA MONICA COLLEGE DPAC HUMAN RESOURCES SUB-COMMITTEE

Meeting as the EEO Advisory Committee

TUESDAY, MARCH 11, 2014

1:30 p.m. – 3:00 p.m.

LIBRARY CONFERENCE ROOM 275

AGENDA

1. Review minutes of February 4, 2014 meeting, and February 11, 2014 meeting.
2. Review and update: BP 3120 – Equal Employment Opportunity & BP 3122 – Non-Discrimination in Employment.
3. Review and update SMC EEO Policy.

Some additional information gleaned from research:

- Parental status: There is no current law making this a protected status. However, there is a California bill currently pending that would make familial status a protected status.
- Accent and Language: These are not protected statuses; discrimination based on accent or language may be addressed within the protected status of National Origin.
- Transgender: This is included in the protected status of “gender identity” or “gender expression” – which are new protected statuses that need to be added to the Board Policy.
- Citizenship status: This is a protected status under a Federal law.