

## Equal Employment Opportunity

Mt. SAC thrives because of its commitment to diversity, equity, and inclusion. The College is committed to the principles of equal employment opportunity and has a comprehensive plan in place to ensure that all qualified applicants for employment and employees have full and equal access to employment opportunity and are not subjected to discrimination in any program or activity on the basis of a protected status.

In support of the plan, the College has investigated:

- Unlawful Discrimination (NON-Title IX): 24 cases  
Unlawful discrimination refers to treating a person unfairly or unequally based on age, disability, gender, race, national origin, and/or religion. People with these characteristics are in a legally protected class.
- Sexual Harassment (Title IX): 72 cases  
Federal law that makes it illegal to discriminate against a person on the basis of sex in any federally funded activity.

## Competitive Benefits

Mt. SAC offers a competitive and excellent benefits package including medical, dental, and vision coverage for eligible employees, dependents, and retirees.

- Completed a two year process to transition eligible staff (excluding faculty) from CalPERS to SISC healthcare administration.
- Processed open enrollment paperwork for 740 active employees (including faculty) and 307 retirees, over a period of 1.5 months.



## Meeting Human Resource Needs

As the College grows and the need for human resources expands, the College utilizes temporary employees to balance the need for a temporary/flexible workforce.

- Short-Term Hourly: Any person who is employed to perform a necessary service that is not needed on a continuous basis.
- Professional Expert: Requiring specialized knowledge, skills or expertise not generally required of, or found within, the existing classified service.

Total Temp Staff	Temp Staff with Active Assignments	New Temp Staff Hired as of 7/1/19
1313	613	67

- Employing student assistants in various departments on campus helps them gain work experience and develop skills to prepared them for the workforce and permanent careers.

Total Student Assistants	Student Assts. with Active Assignments	New Student Assts. Hired as of 7/1/19
2500	908	296



## Contact Information

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Mt. SAC Professional and Organizational Development (POD) supports Mt. SAC programs and services by providing professional learning opportunities to all Mt. SAC employees.

The Mt. SAC Professional Development Plan was adopted in Fall 2019 and has 9 areas of focus:

1. Instructional Excellence and Innovation
2. Technology for Educators
3. Governance, Planning, and Leadership
4. Employee Engagement
5. Employee Socialization and Orientation
6. Institutional Training
7. Supporting Student Achievement
8. Diversity and Cultural Competence
9. Student Equity

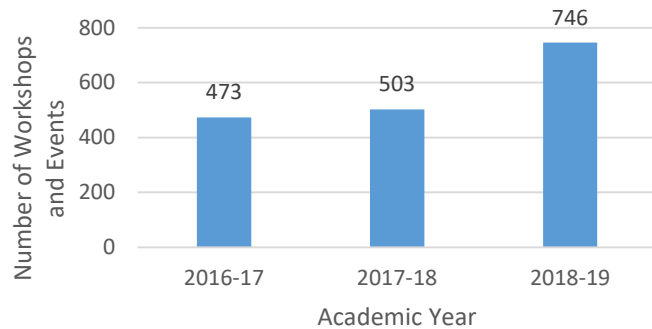
The Magic Mountie Podcast is an exploration of professional development-related topics by and for faculty at Mt. San Antonio College.

- 67 Episodes have been produced with a total of 5,861 unique downloads.
- A frequent theme of the podcast is improving the success of students from designated campus equity populations.



## Furthering Employee Education and Knowledge

### Professional Development Workshops and Events



### Campus Wide Training and Resources

POD provides a variety of professional learning opportunities and resources for all employees. Most recently, as a result of the update to Senate Bill 1343, all CA based employers must provide sexual harassment prevention training to all employees, which includes temporary and student employees. Previously, the training was only mandatory for management employees.

- Mt. SAC Must provide training to 4100 employees by January 1, 2021, and every two years thereafter

### Classified Training Programs

Various trainings offered including The Great Staff Retreat, a staff development opportunity that provides employees with inspiration, professional growth, and the ability to communicate ideas and issues with other employees facing similar job situations in a setting outside of campus.

### Faculty Training Programs

Among other trainings offered, Faculty Flex Days are scheduled two days each academic year to provide faculty time to participate in professional development activities that are related to staff, student, and instructional improvement.

### Manager Training Programs

The Management Retreat is an opportunity to engage in Mt. SAC leadership transformation, reaffirming the commitment to building a shared value system and supporting one another in professional growth and wellness.