



West Valley-Mission
Community College District

Recruitment Title:

Department:

Campus/Location: MC WVC DISTRICT

Participation, Training & Confidentiality Agreement

As a member of the Search Committee, I act on behalf of the Board of Trustees as an agent of the District, and in this capacity I am subject to all related State and Federal laws and regulations (Title 5, Section 53020). This includes the selection process.

By my signature below, I acknowledge that I have participated in *Equal Employment Opportunity Search Committee Training*, whether in person or by video. I agree to abide by the requirements, expectations and recommendations reviewed in this training module, including: federal, state and local regulations governing equal employment opportunity; the benefits of workforce diversity; and best recruitment and selection practices while striving to eliminate any bias in the selection process.

The process is a CONFIDENTIAL process.

I agree not to reveal, during or after the search, the names of any candidates, except the finalists. I may not discuss information about applicants or the Committee's findings and recommendations with anyone outside the Committee. Such discussions shall be confined to Committee activities. Further, I agree, as a member of the Committee, that we will ensure impartial, ethical and respectful treatment of candidates, including internal candidates, and that decisions are reached based upon complete and accurate information.

I acknowledge that Committee members may be excused from the Committee by the Committee chair for failure to follow the above or to attend sufficient meetings, as determined by the chair. In order to participate in the decision-making process for forwarding finalist candidates to the hiring manager, I must attend all first-level interviews.

Committee Member Signature

Date

Committee Member Printed Name