For those of you who do not know me; I'm Mike Parisot. I will be the Equal Employment Opportunity Representative for this Committee.

It is my job to Monitor the hiring process to ensure that no candidate is unlawfully discriminated against, and report allegations of noncompliance to the AVPHR.

As you may or may not know there are many federal and state EEO laws prohibiting Shasta College from making employment decisions using: race, color, religion, national origin, age disability, gender, (including pregnancy), sexual orientation, or compensation differences based on sex or race.

If we consider any of those things in our employment decisions we are illegally discriminating since they have nothing to do with anyone's ability to do a job.

At Shasta College we advocate the importance of equity & diversity.

One of the roles of higher education is to expose students to faculty and staff who bring with them differing intellectual ideas, viewpoints, and creative energies that serve to challenge the minds of students and stimulate the learning environment.

All members of our faculty and staff are expected to convey a sense of educational, vocational, and social values demonstrating to students a rich variety of perspectives, intellectual ideas, cultural awareness, and life experiences.

As appropriate to each position, an effort should be made to evaluate candidates on their demonstrated ability to understand the demographics of our student population and the unique challenges they bring to us; as well as respond effectively to issues such as academic preparation, culture, gender, race, ethnicity, sexual orientation, socioeconomic circumstances, and disability.

So with that being said lets talk about some rules between interviews.

Do not advocate for a candidate

Do not voice opinions against candidates.

Do not compare candidates.

Never share personal experiences involving candidates. This can create bias and influence the judgments of other committee members. You also subject yourself to personal liabilities.

All of the above are done only after all committee members have finished scoring all candidates.

Please remember that the hiring process is a highly sensitive and confidential process. It is critical that all selection committee members, and those associated with this activity, maintain the highest degree of confidentiality in order to preserve the integrity of the process. Failure to maintain confidentiality may result in personnel action taken against you.