EmployeeConnect

Perform Plan & Perform Eval

## Define Criteria - Completed

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|---|---|---|---|
| Job Title | | Manager | |
| Document Type | Perform Plan & Perform Eval | Period | |
| Template | Standard | Document ID | |
| Status | Completed | Due Date | |

This is a copy of the approved performance criteria.

Mandatory Measures | Work Objectives | Competencies

### Section 1 - Mandatory Measures

Expand | Collapse

#### Safety

**Description** : It is the expectation that all employees comply with the District's safety rules and regulations in accordance with the Operations and Procedures Manual and:

* Is sensitive to the safety implications of the full range of District activities and takes action accordingly
* Takes affirmative steps to establish and strengthen a culture of safety in all workplace environments
* Prioritizes safety in the assessment of the course of action in all situations
* Ensures mandatory training is scheduled and attended

**Employee Measurement** :

**Demonstrates sound judgment in establishing and maintaining a safe work environment.**

**Adheres to all safety rules and perform work in a safe manner, following all District safety policies and procedures.**
**Attends all required safety training, as assigned.**

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**Attends all required safety training, as assigned.**

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#### Office of Civil Rights (EEO/DBE/TitleVI/EJ)

**Description** : It is the expectation that all employees comply with the District's policy to support goals and objectives of all Civil Rights programs, policies and/or procedures with respect to the following:

* EEO (Equal Employment Opportunity)
* DBE (Disadvantage Business Enterprise)
* Title VI / Environmental Justice (Title VI of the Civil Rights Act and Environmental Justice)
* Promote and strengthen a culture of respect and equity in all workplace environments
* State mandated training to include training on the Prevention of Sexual Harassment and Abusive Conduct

Employee Measurement to include: Compliance with all required EEO, DBE, Title VI/EJ and State mandated training requirements and timelines.

**Employee Measurement** :

**Ensures compliance with District EEO/Title VI and AB1825 requirements.**
**Ensures compliance with Disadvantaged Business Enterprise Program training in addition to the Conflict of Interest training**

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#### Completion of Staff Performance Reviews

#### Mandatory Measures Summary

**Section Weight** 20 % (not less than 20%)