

Supporting Document 2.B.3 (a)

Campus-wide Programs for Professional and Personal Development

Spanish classes offered at no cost for those positions where the language is most vital.

Mandatory training for all supervisors based on compliance with employment laws, Human Resources policies, communication, diversity, and leadership.

Optional employee development classes offered at no charge on topics such as: dealing with changes in the workplace, maintaining a work/life balance, and having a great attitude while at work.

A Wellness Program which offers classes at a minimal cost before core working hours, lunchtime, and just after core working hours, including yoga, dance-fitness, Thai-chi, cardio and strength conditioning. (See [Wellness](#).)

Access to the Student Recreation Center for \$32 per quarter made affordable through financial support from Western's President.

An Employee Assistance Program (EAP) designed to help with personal and/or work-related problems that may impact work performance. EAP's compassionate professionals have many years of experience in helping people clarify and resolve issues. (See [EAP](#).)

A formal mentoring program for diverse new-hires.