

## Unconscious Bias & Confidentiality Agreement

To protect the privacy of candidates and to preserve the integrity of the recruiting process, all search committee members are required to maintain confidentiality throughout and after the conclusion of the recruitment process. Confidential information includes matters discovered or discussed during the recruiting process. All information relating to the search may only be discussed with other search committee members, Human Resources or Administrators in the chain of command of the hiring department.

Date: \_\_\_\_\_

Position Title: \_\_\_\_\_ Job No: \_\_\_\_\_

The members of the Search Committee agree to uphold the [Recruitment Policy](#) of Sonoma State University, and will maintain all information and documents related to this search with complete confidentiality and have participated in education, training and/or discussion regarding unconscious bias\*.

\_\_\_\_\_  
Print Name

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Signature, Search Committee Chair

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Print Name

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Signature, Search Committee Member

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Signature, Search Committee Member

\* Bias is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences. It is important to note that biases, conscious or unconscious, are not limited to ethnicity and race. Though racial bias and discrimination is well documented, biases may exist toward from any social group. One's age, gender, gender identity, physical abilities, religion, sexual orientation, weight, and many other characteristics are subject to bias. Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.