

WKSU(FM), Kent, OH Kent State University

FCC EEO Program Report Narrative Statement

Noncommercial educational radio station WKSU(FM) in Kent, Ohio is licensed to Kent State University, and the station and University have achieved broad and inclusive employment-related outreach during the past two years. All station hires are sent through the Kent State University office of Affirmative Action for their review and approval. WKSU works very closely with the University to reach out to a diverse pool of potential candidates including minority and diverse applicants. We encourage diverse candidates to apply by advertising through publications and journals such as: The National Association of Black Journalists, The National Association of Hispanic Journalists, National Hispanic Media Coalition, Native American Journalists Association, Asian American Journalists Association, Emma Bowen Foundation, and Minority Professional Network. For each job opening, recruitment sources are selected from the list of available candidates, dependent upon the field of expertise sought and requirements of the position, as appropriate. We also undertake several non-vacancy specific employment outreach initiatives, such as internship programs, scholarship programs, events with educational institutions, and training for staff personnel.

Application University policies and procedures are quite extensive and can be found at: <https://www.kent.edu/hr/compliance-eoaa>

The Affirmative Action links are covered in detail:

- Federal and State Civil Rights Enforcement Agencies:
 - Ohio Civil Rights Commission
 - Office of Federal Contract Compliance Programs (OFCCP)
 - U.S. Department of Education - Office of Civil Rights
 - U.S. Equal Opportunity Employment Commission

- Civil Rights Legislation Web Sites:
 - The Age Discrimination Act of 1975
 - The Civil Rights Act of 1964 (Title VII)
 - The Equal Pay Act of 1963
 - Executive Order 11246 - Equal Employment Opportunity
 - Title IX, Education Amendments of 1972

WKSU adheres to Kent State University's Affirmative Action Policies and Procedures. WKSU participates in The Affirmative Action Plan. The Affirmative Action Plan for Kent State University is a federally required quantitative report mandated by the Department of Labor's Office of Federal Contract Compliance Programs. The report is used to evaluate annual progress toward major workforce goals.

The Affirmative Action Plan includes placement goals for each division and serves as a management tool inclusive of policies, practices, and procedures to ensure all qualified applicants and employees receive equal opportunity in areas of recruitment, selection, advancement, compensation, training, development, and every other term, and condition of employment.

Additionally, the Affirmative Action Plan includes an assessment mechanism to evaluate attainment of equal employment opportunities extended to veterans and individuals with disabilities.

Kent State University's current affirmative action plans and executive summary is available for review in the Division of Human Resources, Office of Compliance by employees and applicants upon request.