

## FCC Form 396 EEO Program Report

### Narrative Statement

The Board of Regents of the University of Wisconsin System has long-standing policies and practices in place to insure implementation of and compliance with federal, state, local and institutional Equal Employment Opportunity/Affirmative Action laws (EEO/AA). The commitment is honored in all University employment and personnel activities and transactions. Each University of Wisconsin System institution, including the University of Wisconsin-Madison, maintains an Affirmative Action Plan that is reviewed and updated annually.

The University of Wisconsin System is committed to equal employment for all persons regardless of race, creed, religion, sex, color, sexual orientation, national origin or ancestry, age, disability, marital status, political affiliation or membership in the national guard, state defense force or any other reserve component of the military forces of the United States or the State of Wisconsin.

The University of Wisconsin System, through its Affirmative Action Plans and its Inclusive Excellence initiative, is committed to implementation of affirmative action for the elimination of the present effects of past discrimination and to ensure equal opportunity. The University of Wisconsin System recognizes the need to take affirmative action for racial/ethnic groups, females and persons with disabilities for open positions.

The University of Wisconsin System is committed to ensuring EEO/Affirmative Action principles in all terms, conditions and privileges of employment, including recruitment, interviewing, job assignments, working conditions, benefits, compensation, training, disciplinary actions, terminations and committee appointments.

The University of Wisconsin-Madison has institutional oversight of broadcast station WHA and maintains its own affirmative action plan to achieve equal employment opportunity. In addition, the University of Wisconsin-Madison actively participates in the University of Wisconsin System's Inclusive Excellence initiative. The goals for the University of Wisconsin-Madison include fulfilling the institution's responsibilities regarding civil rights, affirmative action and equal opportunity and recruiting, training and supporting the success of diverse staff.

#### **Recruitment sources the station used to fill job vacancies and provide widespread dissemination of job opening information:**

The station has used and is using multiple recruitment sources to fill job vacancies, including print advertising in newspapers and specialty publications, e-mail announcements, internet postings, announcements on specialty listservs, written announcements to community groups, written announcements to specialty organizations

and job fairs. See also the recruitment sources list of over 100 individual sources that is part of the station's public file reports in Exhibit 2.

**Notification of community groups that they can request information about job vacancies:**

The station maintains an invitation on its website for community groups to receive notification of the station's job openings. The station also developed a list of community groups who received invitations in the mail to participate in the station's recruitment outreach efforts by receiving notifications of job openings and distributing them to the organization's members.

**Long-term recruitment "menu options":**

The longer-term outreach initiatives are described and detailed in the EEO public file reports in Exhibit 3. The station's long-term initiatives include the establishment of internship programs for college students, the establishment of training programs for station personnel, the listing of upper-level job openings with minority and women groups, the participation in multiple job fairs by station personnel with hiring authority, and the provision of training to management personnel on employment non-discrimination.