

FCC Employment Program Report  
Board of Regents of the University of Wisconsin System  
Stations WHA-TV/WHA(AM), Madison, WI

**Discrimination Complaint**

Board of Regents of the University of Wisconsin System (“UWS”), licensee of noncommercial educational stations WHA-TV and WHA(AM) in Madison, reports that a former employee of Wisconsin Public Radio (“WPR”) filed a Complaint with the Wisconsin Equal Rights Division (“ERD”) on June 1, 2020 alleging discrimination on the basis of race and color in violation of the Wisconsin Fair Employment Act. See Henry Banks v. Wisconsin Public Radio, ERD Case No. CR202001272. On February 12, 2021, the ERD issued an initial determination of “no probable cause” and dismissed the case. Subsequently, on May 4, 2021, the U.S. Equal Employment Opportunities Commission (“EEOC”) issued a Dismissal and Notice of Rights document which indicated that “[t]he EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge” and that the Complainant may file a lawsuit within 90 days of receipt of the notice. See EEOC Case No.: 26G202000867C.

In a prior FCC EEO Program Report submission for this employment unit (File No. 0000119239, submitted July 30, 2020), UWS reported that an allegation of discrimination was filed with the University of Wisconsin-Madison’s Office of Compliance on July 9, 2020, by a full-time employee of WPR. The complainant alleged that a pattern of discriminatory actions created a hostile work environment. As noted in the prior filing, although it is not clear that internal complaints such as this must be disclosed in an EEO Program Report, UWS nevertheless disclosed the filing of this internal complaint out of an abundance of caution. To update this matter, on July 8, 2021 the University of Wisconsin-Madison’s Office of Compliance released its findings and concluded that there is insufficient evidence to establish that the Complainant was subjected to race discrimination. Either party may appeal the finding to the Office of the Provost on or before July 28, 2021.