

## **EEO Program Report –**

**Station WBZ-TV, FCC Facility ID No. 25456, Boston, Massachusetts and  
Station WSBK-TV; FCC Facility ID Number 73982; Boston, Massachusetts**

### **Discrimination Complaints**

While the FCC's Equal Employment Opportunities rule prohibits discrimination in employment because of race, color, religion, national origin, or sex, in the interest of full disclosure, the station employment unit discloses the discrimination complaints listed below.

- A former employee in the Stations' credit and collections department filed a complaint with the Massachusetts Commission Against Discrimination (MCAD) on November 6, 2015 (dual filed with the EEOC). MCAD Docket No. 15BEM 02951; EEOC/HUD Charge No. 16CO-2016-0021 alleging that she had been discriminated against on the basis of race, age, and gender. MCAD dismissed the complaint on April 30, 2016.
- A former employee filed a complaint with the Massachusetts Commission Against Discrimination (MCAD) in the fall of 2019 (dual filed with the EEOC). MCAD Docket No. \_\_\_\_; EEOC Charge No. 523-2019-02026 alleging constructive discharge, retaliation, age and gender discrimination. The EEOC'S Boston office issued a Dismissal & Notice of Rights dated February 19, 2020.

The former employee then filed a lawsuit in February 2020 in the Massachusetts Superior Court, No. 2084-CV-00578-F, asserting claims of gender discrimination, age discrimination, retaliation, and failure to investigate. The Superior Court dismissed the allegations of age discrimination by Order dated December 31, 2020. The parties reached a confidential settlement regarding the other matters in April 2021.

### **EEO Narrative Statement**

To achieve broad and inclusive outreach in recruitment and hiring across its entire community, the station employment unit utilized the following procedures.

Recruitment Sources. In filling full time job openings (other than by internal promotion), the station employment unit utilized a variety of referral sources targeting a variety of constituent groups and broadcasting/media resources.

Time Period Between Recruitment and Hire. The station employment unit endeavored to allow a reasonable period of time between the broad distribution of a job vacancy announcement and the hiring of a person to fill that position.

Outreach and Training. The station employment unit sought to expand the outreach to potential job candidates and assist individuals to obtain and advance skills necessary for careers in broadcasting through supplemental outreach initiatives, as detailed on the attached annual EEO reports.

Annual Review. The station employment unit also conducted an annual review of its EEO program to assess whether information about job vacancies are reaching all segments of the community, including minorities and women, and, if necessary, to modify the recruitment lists to ensure effective dissemination of job information.

As part of this analysis, the station employment unit reviewed the measures it has taken to

- disseminate its EEO policy to job applicants and employees,
- ensure that seniority practices are nondiscriminatory,
- examine pay rates and fringe benefits of employees having the same duties, and eliminate any inequities based upon race, national origin, color, religion, or sex discrimination,
- utilize media for recruitment purposes in a manner that will contain no indication, either explicit or implicit, of a preference for one race, national origin, color, religion, or sex over another,
- ensure that promotions to positions of greater responsibility are made in a non-discriminatory manner, and
- avoid the use of selection techniques or tests that have the effect of discriminating against any person based on race, national origin, color, religion, or sex.