

MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

I. GENERAL POLICY

Isothermal Community College (ICC) provides educational and employment opportunities without regard to race, color, sex, religion, national origin, age, veteran status, or disability. Isothermal Community College is an Equal Opportunity Employer Institution.

It will also be the policy of Station WNCW to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

II. RESPONSIBILITY FOR IMPLEMENTATION

Name: David Kester Title: Director of Radio and Operations

will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

III. POLICY DISSEMINATION

To ensure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:

Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.

We will seek the cooperation of unions, if represented at the station, to help implement our EEO program, and all union contracts will contain a nondiscrimination clause.

IV. DIFFICULTIES ENCOUNTERED IN FOLLOWING THIS POLICY

No issues were encountered during this time period. Normal EEO Program procedures have been followed, as documented by the 2018-2019 EEO Public File Report.