

FCC Schedule 396 - Employment Program Report

WQCS-FM - Fort Pierce, FL - Indian River State College

Narrative Statement

Indian River State College, licensee of noncommercial educational radio station WQCS(FM), Fort Pierce, Florida, has established and implemented an EEO program designed to widely disseminate vacancy information, achieve community outreach, and provide a nondiscriminatory workplace. Although WQCS has just 10 full-time employees, the station's EEO program incorporates effective non-vacancy activities, and has established practices for recruitments. The station also complies with the College's established EEO policies and regulations, has defined station management responsibility for EEO matters, and routinely reviews and revises its program.

As full-time positions become available, WQCS has developed a template list of diverse recruitment sources to help publicize vacancies within the community. These sources include local newspapers, public broadcasting web sites, a public broadcasting newspaper, a public radio listserv, local job banks and associations, specialized industry groups, local colleges and universities, and others.

WQCS has established an internship program, in which college students work with the station's engineering, production, news, and operations departments. In addition, a WQCS scholarship program assists students interested in the media field. WQCS also participates in many events and programs with educational institutions, such as station tours, career days, and similar events.

WQCS follows the EEO policies and practices of Indian River State College, the station licensee. The College has established a formal non-discrimination and non-harassment policy. Indian River State College is an equal opportunity/equal access educational institution. It is the policy of the District Board of Trustees to provide equal opportunity for employment and educational opportunities to all (including applicants for employment, employees, applicants for admission, students and others affiliated with the College) without regard to race, color, national origin, ethnicity, sex, pregnancy, religion, age, disability, sexual orientation, marital status, veteran status, or genetic information, and any other factor protected under applicable federal, state and local civil rights laws, rules and regulations.

The WQCS station manager has been assigned overall responsibility for EEO matters at the station, and coordinates with the College's Human Resources Department as needed. The station also regularly broadcast announcements over its air to inform community organizations that they may contact WQCS to receive notice of job openings