

**EEO PUBLIC FILE REPORT**  
**WRTU-FM and WRUO-FM**  
**Cadena Radio Universidad de Puerto Rico**  
*January 1, 2018 – February 1, 2019*

**STATEMENT**

University of Puerto Rico, Río Piedras Campus (UPRRP), the licensee of WRTU-FM / WRUO-FM, is committed to broad and inclusive outreach for hiring full-time employees, affording equal employment opportunity to all qualified persons, and refraining from discrimination on the basis of race, color, national origin, gender, or religion. When seeking applicants, we use diverse avenues to reach people who are seeking employment. All full time permanent job placements are structured through the UPRRP Human Resources Department and are reviewed by María S. Colón, the Administrative Officer of the Station, both in charge of the implementation of the EEO Policy.

**SECTION 1. VACANCY LIST**

The following is a list all full-time job vacancies filled by Radio Universidad (WRTU-FM / WRUO-FM) during the period covered by this report:

<b>Position Title</b>	<b>Date Position Filled</b>	<b>Recruitment Sources Used to Fill Vacancy</b>	<b>Number of Interviewees Referred</b>	<b>Recruitment Source that Referred the hiree</b>
General Manager*	December 2017	Internal Promotion	4	Chancellor Designation
News Director	July 2018	External Recruitment	3	Chancellor Designation
News Anchor	August 2018	External Recruitment	5	Recommended to the Station's General Manager & LinkedIn.com
News Anchor	October 2018	External Recruitment	5	Recommended to the Station's General Manager & LinkedIn.com
Promotion Coordinator	Feb 2019	External Recruitment	3	Recommended to the Station's General Manager

\* Position not previously reported.

**Total Number of Vacancy filled over 12-month period: 4**

## SECTION 2. RECRUITMENT SOURCE LIST

The following is a list of recruitment sources are used when vacancies arise:

Recruitment Source	Recruitment Contact	Recruitment Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by Recruitment Source over 12-month period
Radio Universidad – Social Media	General Manager PO Box 21305 San Juan, PR 00931-1305 787-764-0000 Ext. 85551 Facebook <a href="https://es-la.facebook.com/RadioUPR/">https://es-la.facebook.com/RadioUPR/</a> Twitter <a href="https://twitter.com/RadioUPR">https://twitter.com/RadioUPR</a>	n/a	n/a
University of Puerto Rico Rio Piedras Campus – Human Resources Office	Human Resources Director 14 Ave Universidad STE 1401, San Juan PR 00925-2534 Tel. 787-764-0000 Ext. 84400 Website <a href="http://recursoshumanos.uprrp.edu/">http://recursoshumanos.uprrp.edu/</a>	No	0
University of Puerto Rico Rio Piedras Campus – Social Media	Facebook <a href="https://www.facebook.com/uprrp">https://www.facebook.com/uprrp</a> Twitter <a href="https://twitter.com/uprrp">https://twitter.com/uprrp</a>	No	0
University of Puerto Rico Rio Piedras Campus – School of Communication	School of Communication Director 10 Ave. Universidad #1001, San Juan PR 00925-2530 Tel. 787-764-0000 Ext. 85300, 85301	No	0
University of Puerto Rico Rio Piedras Campus – School of Communication Social Media	Facebook <a href="https://www.facebook.com/ec.uprrp">https://www.facebook.com/ec.uprrp</a> Twitter <a href="https://twitter.com/ecuprrp">https://twitter.com/ecuprrp</a>	No	0
Asociación de Radiodifusores de Puerto Rico - Social Media (External)	Facebook <a href="https://www.facebook.com/radiodifusorespr/">https://www.facebook.com/radiodifusorespr/</a>	No	0
Puerto Rico Public Broadcasting Corporation (External)	Human Resources Director Avenida Hostos #570 Urb. Baldrich, Hato Rey, PR 00918 Tel. (787) 766-0505 Website <a href="https://www.pnet.pr">https://www.pnet.pr</a>	No	0
Government of Puerto Rico (External)	Oficina de Administración y Transformación de los Recursos Humanos del Gobierno de Puerto Rico PO Box 8476 San Juan, PR 00910-8476 Tel. (787) 903-5603 Website <a href="http://www.pr.gov">http://www.pr.gov</a>	No	0
LinkedIn.com (External)	Website <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	No	2

**Total Number of Interviews over 12-month period: 2**

### **SECTION 3. INITIATIVES**

The following is a description of some initiatives in which the station participated during the past year:

#### **INTERN PROGRAM**

##### **Responsibility for Implementation:**

- María S. Colón, Radio Universidad Administrative Officer
- Wanda I. Aponte Díaz, Radio Universidad General Station Manager

Radio Universidad engages in education internships and “day-wages” to recruit high school and university students, from the University of Puerto Rico System, University High School, and Juan Jose Osuna High School to train in the station and offer the student real world experience while becoming familiar with the Station’s organization and work style. During the current annual reporting year, a total of fifteen undergraduate students have participated at WRTU-FM / WRUO-FM in the “day-wage” program, three graduate students, five high school students and seven undergraduate students in the internship program. A total of four Schools and universities were represented. As students showcase their many talents and obtain skills needed for broadcast employment they produced tangible results. Students committed to a career in journalism/media/broadcasting and communications were trained in office, technical and production work, in promotions and development, and in the news department. These programs allow Radio Universidad to identify high potential talent for future staff hiring.

#### **COMMUNITY SERVICE OUTREACH INITIATIVES**

##### **Responsibility for Implementation:**

- Isabel Pichardo, Radio Universidad Activities Coordinator
- Wanda I. Aponte Díaz, Radio Universidad General Station Manager

Radio Universidad held Open House to the community at large designed to increase public awareness about the importance of public radio and fulfilled the station’s cultural and educational mission. The Station regularly provides tours of the facilities for schools and individuals who seek potential opportunities of internship, volunteering or seek a career in the radio industry. This is an active on-going process. During the last semester the Station also sponsored sexual harassment prevention campaign and participated in the broadcasting of the university’s educational programs as the most important engine of social mobility, stability and growth of the community.

#### **WORKFORCE ENHANCEMENT PROGRAMS**

##### **Responsibility for Implementation:**

- University of Puerto Rico Río Piedras Campus, Human Resources Director
- Strategic Planning Office of the University of Puerto Rico Río Piedras Campus – Center for Academic Excellence - Eunice Pérez Medina, PhD, Director
- María S. Colón, Radio Universidad Administrative Officer
- Wanda I. Aponte Díaz, Radio Universidad General Station Manager

Station employees are offered training to prevent discrimination and address methods of ensuring equal employment opportunities. These programs focused on building an inclusive culture have also included Discrimination and Harassment Prevention Training. Online and on campus training for the current year included:

May 12, 2018 - Seminar

¿Qué es el discrimen en el empleo? (What is discrimination in employment?)

August 15 through December 20, 2018

UPRRP Online Training CEA-L238-01

Ley 238 del 31 de Agosto de 2004: Garantías de accesibilidad universitaria  
(Law 238 of August 31, 2004: Guarantees of university accessibility)

August 15 through December 20, 2018

UPRRP Online Training CEA-L238-02

Creando nuevos espacios de Participación ciudadana  
(Creating new spaces for citizen participation)

August 15 through December 20, 2018

UPRRP Online Training CEA-L238-07

Rumbo a la plena inclusión mediante el diseño universal: promoviendo una UPR inclusiva y accesible.  
(Towards full inclusion through universal design: promoting an inclusive and accessible UPR.)

August 16 through December 20, 2018

UPRRP Online Training

Capacitación sobre asuntos de personal a los Directores de Departamento y Comités de Personal (Cert. Núm. 032, año 2002-2003, Junta Administrativa)  
(Training on personnel matters to Department Directors and Staff Committees - Cert. Núm. 032, Year 2002-2003, Administrative Board)

July through September, 2018

Corporation for Public Broadcasting Annual Online Training

“Workplace Harassment 7 General Edition”

September 13 through December 20, 2018

UPRRP Online Training

Políticas en torno a la prevención del hostigamiento sexual en la Universidad.  
(Policies around the prevention of sexual harassment in the University).

October 30, 2018 - Seminar

Discrimen por edad e impedimento. (Discrimination by age and disability)