



EEO PUBLIC FILE REPORT NARRATIVE 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.

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:

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)