



POLICY

Title: WMVS/WMVT AFFIRMATIVE ACTION, DIVERSITY AND EEO POLICY	Code: 10505
Authority: Section 73.2080 of the FCC Rules; Corporation for Public Broadcasting Grant Provisions, Board Minutes, 2/17/92; 10/26/93; 12/19/00; 11/27/12	Original Adoption: 2/27/92 Revised/Reviewed: 10/26/18 Effective: 11/28/12

In an effort to fully comply with language set forth in MATC's Affirmative Action Policy (C0200), Corporation for Public Broadcasting (CPB) federal grant provisions and applicable Federal Communications Commission (FCC) requirements, WMVS/WMVT is committed to having a staff that reflects the diversity of its broadcast community. In fulfilling this commitment, the stations will perform the following EEO and diversity initiatives.

1. Prepare a general and specific EEO program for WMVS-TV and WMVT-TV for FCC compliance purposes. Each station will establish, maintain and carry out program requirements as set forth in Section 73.2080 of the FCC Rules, as amended.
2. Develop an Administrative Procedure setting forth the station's diversity plan in accordance with the requirements of the CPB's Community Service Grant Provisions and Eligibility Criteria. This procedure will include requirements for recruiting and interviewing a well-qualified and diverse candidate pool for all open positions, and setting a goal to employ station management and staff that reflects the racial and gender diversity of the station's broadcast community.
3. Adopt an Alternate Recruitment Program in accordance with FCC Equal Employment Opportunity Rules issued April 15, 2000. Establish a list of recruitment sources to attract qualified women, minority, and applicants with disabilities and notify each source of all openings in the television department.
4. Develop Administrative Procedures to carry out the FCC and CPB requirements. Establish and maintain a tracking mechanism to determine the sex, race, and recruitment source of each applicant.
5. Provide recourse notification to prospective employees of Milwaukee Public Television who believe they are a victim of discrimination.
7. Prepare and submit annual CPB Station Activities Survey.
8. Conduct an annual "EEO Self-Assessment" based on FCC guidelines.
9. Maintain and update the Public File based on FCC guidelines.



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Coordination of these additional EEO and diversity activities among Human Resources, Affirmative Action, and WMVS/WMVT will be the responsibility of the Manager, TV Administration and Planning, or the General Manager.