

## **KUED DIVERSITY POLICY**

KUED is committed to having a staff and advisory board that reflect the diversity of its community. Managers are encouraged to interview a well-qualified and diverse candidate pool for all open positions. Overarching KUED's diversity commitment is our affiliation as a department of the University of Utah. As such, KUED follows University guidelines on workforce composition. This emphasis is clear from the University's mission statement which reads in part:

“We zealously preserve academic freedom, promote diversity and equal opportunity, and respect individual beliefs.”

KUED's license holder and governing board is the University of Utah Board of Trustees. The selection strategy for board members is to provide a diverse body by gender, race, and profession. Similarly, the KUED Community Advisory Board's strategy is to recruit a well-qualified and diverse cross section of board members who are reflective of the broader community.

Augmenting KUED's diversity efforts, the University maintains a website that provides hiring managers with tools and resources for the identification and recruitment of diverse applicant pools for staff positions. The website can also be used by current staff members to learn about career advancement opportunities that are available to them through University offices and committees.

The University's Policies and Procedures include a Staff Employment Policy that states that the University of Utah is fully committed to policies of equal opportunity and nondiscrimination. It has an affirmative action program in order to prevent any form of discrimination, harassment, or prejudicial treatment on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity/expression, age, or status as a person with disabilities, or protected veteran.

KUED management and appropriate staff attend an annual meeting on diversity awareness, led by a representative from the University Equal Opportunity. All KUED employees are invited to attend.

KUED meets applicable FCC EEO and diversity guidelines.