

KISU-FM Diversity Policy and Statement

POLICY

It is the policy of Idaho State University (and KISU-FM, as part of the “University) to not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, genetic information, disability, or veteran status, or any other status protected by state or local law, and to provide equal employment opportunity and affirmative action for qualified individuals. This policy statement is included in this Affirmative Action Program and is posted on University bulletin boards.

The University will endeavor to recruit, hire, train, and promote persons in all job titles in accordance with this Affirmative Action Program. All other personnel actions are administered without regard to race, color, religion, gender, national origin, age, genetic information, disability, or veteran status, or any other status protected by state or local law, and all employment decisions are based only on valid job requirements.

The Director of Equal Opportunity, Affirmative Action and Diversity has been assigned overall responsibility for the implementation of affirmative action activities as required by law.

The Director of Equal Opportunity, Affirmative Action and Diversity's responsibilities include designing and implementing an audit and reporting system that will:

- Measure the effectiveness of the University's Affirmative Action Program.
- Indicate any need for remedial action.
- Determine the degree to which our objectives have been attained.
- Determine whether individuals with known disabilities and covered veterans have had the opportunity to participate in all University-sponsored educational, training, recreational, and social activities.
- Measure compliance with the Affirmative Action Program's specific obligations.

STATEMENTS

- KISU FM radio management finds that in such a diverse setting as Idaho State University, it is important that the people working at the station (both paid employees and volunteers) represent such diversity. As of 9/30/2014, that females represent the station in such capacities as Morning Edition host and news anchor, Public Service Announcement coordinator, music hosts, public records coordinator, and sports announcer. Female volunteers also provide voice work for the station. Male employees include managers, sales and programming employees, music hosts, board shift operators and studio and transmitter engineers. Our staff includes religious and non-religious individuals. One of our sports announcers is a quadriplegic, bound to a wheelchair.
- KISU FM makes every effort to maintain diversity in the workplace. We are actively seeking to present a wide variety of voices on the air and in our workplace. Being in a university setting,

turnover of staff (both on and off-air workers) is a constant. Despite the departure over the past two years of three female on-air voices as education goals were met, we have replaced two of them with other females (the third position is still vacant). We also regularly invite others (females, retirees and others) to audition for on-air production work. We have also invited a former female employee to come back and host a music program she hosted for years. It is also our intent to recruit students from foreign countries to host music programs reflecting cultures from around the world. Overall, our plans are to stay as vigilant as ever to make sure KISU FM reflects not only the diversity of our region, but of the world.