



KRWG FM & TV
MSC TV22
New Mexico State University
P. O. Box 30001
Las Cruces, NM 88003-8001
575-646-2222

2016 KRWG TV/FM Diversity Statement

KRWG TV/FM diversity statement – KRWG TV/FM strives to reflect the diversity of our community in our hiring, programming, community outreach, and in all of the services we provide.

As reflected in New Mexico State University’s strategic plan, Vision 2020, NMSU takes pride in the history and diversity of the state of New Mexico. NMSU seizes opportunities to engage the community broadly, and views differences in race, ethnicity, national origin, tribal nationhood, language, color, identities, and expressions of gender and sexuality, age, veteran status, disability, socioeconomic status, political, spiritual, and philosophical faith or affiliation as opportunities to enrich the academic experience. NMSU integrates international, intercultural, and global dimensions into the curricula and educational environment, and heavily promotes and values local, regional, and global scholarship in teaching, research, and service.

The term “diversity” encompasses differences of background and experience among individuals and groups. Such differences include, but are not limited to, differences of race, ethnicity, national origin, tribal nationhood, language, color, identities and expressions of gender and sexuality, age, veteran status, and disabilities. Differences of socioeconomic status, political, spiritual, and philosophical faith or affiliation should also be recognized and respected.

NMSU POLICY STATEMENT ON DISCRIMINATION AND AFFIRMATIVE ACTION

New Mexico State University (NMSU) is dedicated to providing equal opportunities in areas of employment and academics without regard to age, ancestry, color, disability, gender identity, genetic information, national origin, race, religion, serious medical condition, sex, sexual orientation, spousal affiliation or protected veteran status as outlined in federal and state anti-discrimination statutes. As a federal contractor, NMSU’s affirmative action program also supports this effort. Further, NMSU is committed to providing a place of work and learning free of discrimination and harassment on the basis of a person's age, ancestry, color, disability, gender identity, genetic information, national origin, race, religion, serious medical condition, sex, protected veteran status, sexual orientation, or spousal affiliation. Where a violation of policy is found to have occurred, NMSU will act to stop the conduct, to prevent its recurrence, to remedy its effects, and to discipline those responsible in accordance with the *NMSU Policy Manual* and/or *NMSU Student Code of Conduct*.

Sex Discrimination/Sexual Harassment Policy: NMSU is committed to providing a place of work and learning free of sexual misconduct which includes sexual harassment and sexual violence. Engaging in sexual behavior that is inappropriate, unwanted and unsolicited is a violation of NMSU policy. Where sexual harassment is found to have occurred, NMSU will act to address the reported conduct, to prevent its recurrence, to remedy its effects, and to discipline those responsible in accordance with the *NMSU Policy Manual* and/or *NMSU Student Code of Conduct*.

Retaliation: Retaliation against an individual who in good faith complains of alleged discrimination or sexual harassment or provides information in an investigation about behavior that may violate this policy is prohibited and may be grounds for discipline. Retaliation in violation of this policy may result in discipline up to and including termination and/or expulsion. Any employee or student bringing a discrimination or sexual harassment complaint in good faith or assisting in the investigation of such a complaint will not be adversely affected in terms and conditions of employment and/or academic standing, nor discriminated against, terminated, or expelled because of the complaint.

Complaints and Investigation: Employees and students may file an internal discrimination complaint with OIE within fifteen (15) working days from the date of the incident(s). Individuals may use the NMSU Internal Discrimination Complaint Form to submit their complaint. The use of the form facilitates the gathering of information that is necessary to assess the complaint. The OIE Executive Director (or designee) may extend the filing date of a complaint beyond the fifteen (15) working days if there are extenuating circumstances.

Penalties: Cases for students who are found to have violated the *NMSU Student Code of Conduct* and/or *NMSU Policy Manual* will be referred to Assistant Dean of Students. Cases for employees who are found to have violated *NMSU Policy Manual* will be referred to Human Resource Services/Employee and Management Services. Sanctions for students may include action up to and including expulsion. Sanctions for employees may include employment action up to and including termination in accordance with provisions of the *NMSU Policy Manual*. Internal NMSU Units: Internal units such as the Dean of Students Office, Housing and Campus Life, Athletics and community colleges will promptly contact and consult with OIE when knowledge is obtained relating to potential discrimination or sexual harassment. If a supervisor (or faculty in academic setting) receives a complaint of alleged discrimination or sexual harassment, or observes or becomes aware of conduct that may constitute discrimination or sexual harassment, the supervisor (or faculty in academic setting) must immediately contact OIE. The office of Institutional Equity (OIE) is designated as the office that receives and processes internal discrimination complaints within the NMSU system.

Confidentiality: NMSU recognizes that confidentiality is important. However, confidentiality cannot be guaranteed. The administrators, faculty or staff responsible for implementing this policy will respect the privacy of individuals reporting or accused of discrimination or sexual harassment to the extent reasonably possible and will maintain confidentiality to the extent possible.

For questions or clarifications to this policy contact: Lauri Millot, O'Loughlin House, 575.646.3635 or via e-mail at equity@nmsu.edu. The full text of Policy Chapter 3.25 Discrimination, Harassment and Sexual Misconduct on Campus and complaint form can be found at: <http://eeo.nmsu.edu/>.

KRWG Internships & Work-study

As part of our commitment to further education in our community among a diverse population, KRWG TV partners with the Journalism Department to produce New22 which airs 3 days a week during the school year. New22 is a student run newscast and the only one to originate from Las Cruces. Additionally, students produce a 90 second local news break which is aired 9 times per week on our Spanish language channel, V-me. These programs provide students with the opportunity to work in an environment that gives them professional experience both in front and behind the camera. KRWG TV also gives students the opportunity to gain professional level experience by working during our pledge drives. The student crew will work in varied positions that will include: camera operator, floor director, audio operator, technical director, producer, director, graphics operation, and playback.

Requisition #	Position #	Position Start Date	Job Title	Advertised Sources	Gender	Hispanic / Latino	American Indian/Alaskan Native	Asian Or Pacific Islander	Black Non Hispanic	Hispanic	White	Other	Unknown/No Response	American Indian Or Alaskan Native:	Asian:	Black Or African American:	Native Hawaiian Or Other Pacific Islander:	White:	No Response	Two Or More Races	Not Disclosed	Total				
15003675	719475	10/05/2015	Broadcast Tech	14, 13, 16, 11, 2, 10	Female	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5			
					Male	10	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	11	
					No Answer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	3
					Total	16	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	1	0	0	1
15006005	719845	03/01/2016	Mgr, Production	14, 1, 6, 12, 5, 15, 11	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
					Male	3	0	0	0	0	1	0	0	0	0	0	0	0	0	0	3	0	1	0	8	
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	
					Total	3	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	3	0	1	4	12
16000515	718904	03/28/2016	Admin Asst, Assc	14, 8, 13	Female	12	0	0	0	0	3	0	0	0	0	0	0	0	4	0	0	1	0	20		
					Male	3	0	0	0	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0	6	
					No Answer	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	11	
					Total	16	0	0	0	0	4	0	0	0	0	0	0	0	0	0	6	0	0	1	10	37
16000775	717741	6/6/2016	Dir, KRWG Development	14, 6, 12, 7, 8, 3, 4	Female	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	5		
					Male	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	3	
					No Answer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4	
					Total	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	0	4	12
1 Albuquerque Journal 2 Careerpage.org 3 Chronicle of Higher Ed 4 CPB Job Board 5 CPB Website 6 Current Magazine 7 GreaterPublic.org Job Board 8 Indeed 10 Las Cruces Sun New/El Paso Times 11 myPBS Job Board 12 New Mexico Broadcasters Association Website 13 NM Broadcasters Job Board 14 NMSU Website 15 RTDNA Website 16 Society of Broadcast Engineers Job Board																										