

**EEO PUBLIC FILE REPORT**

**FOR**

**WUAL-FM**

**TUSCALOOSA, ALABAMA**

Attached EEO Public File Report  
Covers the Period  
December 1, 2013 to November 30, 2014

**This EEO Public File Report is filed in the public inspection files for station WUAL-FM pursuant to Section 73.2080(c)(6) of the Federal Community Commission Rules.**

## Equal Employment Opportunity Public File Report

### WUAL-FM TUSCALOOSA, ALABAMA

*Recruitment Activity Summary  
December 1, 2013-November 30, 2014*

This EEO Public File Report is filed in the public inspection files of the Station pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies           **1**

During the period ending on November 30, 2014, the Stations filled the following full-time vacancies:

**Director of Engineering and Technical Services**

2. Total Interviewees for Full-Time Vacancies   **49**

3. Recruitment Sources

The stations have an Equal Opportunity Program and Job Program for use in filling vacancies and making other employment decisions. It is our policy to provide equal opportunity to all qualified individuals without regard to race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

The following are the recruitment sources used during the period covered by this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Applicants
Broadcast & Cable Magazine	
University of Alabama Job Site	49*
CPB.org	
Current Magazine	
Monster.com	
Public Radio Association of Development Officers (PRADO listserv)	
Newslink	
Facebook/Twitter	
RTNDA	
Local and State Ad Fed Organizations	
National Association of Black Journalists	
LinkedIn	
Alabama Broadcasters Association	
Facebook	
Twitter	
Society of Professional Journalists	
Historically Black Colleges; see attachment for full details	
Newslink (public radio listserv)	
PRCA	

4. Supplemental Information

Exhibit A contains the following information for each full-time vacancy:

- \* The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- \* The recruitment source that referred the hire for each full-time vacancy;
- \* The total number of persons interviewed for each full-time vacancy; and,
- \* The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

\* \* \* \* \*

If you have questions concerning this Report, contact: Elizabeth Brock, Director of the Center for Public Television and Radio, University of Alabama, Box 870150, Tuscaloosa, Alabama 35487

**EXHIBIT A**

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:** Director of Engineering & Tech Serv  
**Recruitment Source that Referred the Hiree:** UA Job site  
**Total Number of Applicants for the Vacancy:** 49  
**Total Number of persons interviewed for the Vacancy:** 2

**Recruitment Sources Used to Fill the Vacancy:**

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Applicants / Interviewees Referred by the Source for the Vacancy	Did The Source Request Notification?
Stations' Internet Web Site Employment Sections University of Alabama Employment Job Site Contact Person: Diane Craig, Service Center Manager, University of Alabama Department of Human Resources – 205-348-7733 – Box 870364 – G -69 Rose Administration Building, Tuscaloosa, Alabama 35487	49 Applicants 2 Interviews	N/A
TVjobs.com	----	No
Monster.com www.monster.com	-----	No
Current www.current.org	-----	No
CPB.org		No
RTNDA		NO
TV Technology		No
LinkedIn		No
Alabama Broadcasters Association		No
Facebook		No
Twitter		No
Engineering Message Boards		No
Historically Black Colleges; see attachment for full details		No
Newslink (public radio listserv)		No
Pubtech Listserv		No

## EXHIBIT B

### SUPPLEMENTAL INITIATIVE DESCRIPTION FORM

**Year:** 2013/2014

**Initiative Title:** Student Internship

**Description of Initiative:**

WUAL-FM is operated in conjunction with the University's College of Communication and Information Sciences.

Throughout the period of this report, WUAL-FM maintained internship programs to assist students in acquiring broadcast television skills.

WUAL-FM has offered internships in reporting for broadcast and web distribution, maintaining the music library, and event marketing.

**Year:** 2013/2014

**Initiative Title:** University of Alabama College of Communication and Information Sciences Career Fair

**Description of Initiative:** Full-time station personnel in charge of hiring for our technical, development, clerical and news areas were present and counseled students at the annual job fair held by the student employment division of the University of Alabama.

**Year:** 2013/2014

**Initiative Title:** Community Outreach to Schools, Colleges, and Organizations

**Description of Initiative:**

Station staff participate in educational events and make presentations about their careers year-round in secondary and post secondary classrooms.

**Year:** 2013/2014

**Initiative Title:** Station Visits

**Description of Initiative:**

The station hosted visits to our studio by various community and school/college groups. The groups included local high schools and perspective college students.

**Year:** 2013/2014

**Initiative Title:** Employee Training / University Policies

**Description of Initiative:** New Employee training, in-service training, and Web based information regarding University of Alabama's EEO efforts.

Professional staff has access to professional training throughout the year through the University of Alabama. Staff is encouraged to attend and participate in workshops, seminars, and conferences of National Public Radio, Radio and Television News Directors Association, Society of Professional Journalists, National Association of Broadcasters, Association of Music Personnel in Public Radio, Alabama Press Association and the Public Radio News Directors Association.

All full-time news staff area also editors and training personnel for our student workers. Students work both professionally and for credit in a variety of settings including news writing and reporting, as well as production techniques, office management, public relations and marketing. During a given academic semester, the station averages ten students working with our professional staff. Additionally, our News Director participates in the Alabama Press Association training program for students.

## **Equal Opportunity Policies**

The University of Alabama provides equal opportunity in education and employment for all qualified persons regardless of race, color, religion, national origin, sex (which includes sexual orientation, gender identity, and gender expression), age, disability, or veteran status.

Harassment Policy

Title IX

Child Protection Policy

UAact: Working together to create an ethical community defined by respect and civility

Consensual Romantic Relationship Policy

## **Nondiscrimination Notice**

The University of Alabama is committed to the concept and practice of equal opportunity and affirmative action. The University of Alabama complies with applicable laws prohibiting discrimination, including Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Executive Order 11246, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002 (VEVRAA), the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, the ADA Amendments Act of 2008, and the Genetic Information Nondiscrimination Act of 2008 and does not discriminate on the basis of genetic information, race, color, religion, national origin, sex (which includes sexual orientation, gender identity, and gender expression), age, disability or veteran status in admission or access to, or treatment of employment in, its programs and services. Inquiries or concerns regarding The University's Title IX or gender-related compliance may be directed to the University's Title IX Coordinator, Ms. Beth Howard, 152A Rose Administration Building, Box 870114, Tuscaloosa, AL 35487-0114, (205) 348-5496, gbhoward@ua.edu. All other inquiries and concerns may be directed to Dr. Gwendolyn Hood, University Compliance Officer, 171 Rose Administration Building, Box 870300, Tuscaloosa, AL 35487-0300, (205) 348-5855 (Voice), (205) 348-5573 (TDD), ghood@alan.ua.edu.

## **Reaffirmation of Equal Opportunity Policy and Nondiscrimination Notice, Compliance with the Americans with Disabilities Act and Vietnam Era Veterans Adjustment Assistance Act, as Amended by the Jobs for Veterans Act of 2002 (VEVRAA) and The University of Alabama Statement on Diversity**

November 5, 2014

MEMORANDUM TO: All Faculty, Staff, and Students

FROM: Judy Bonner

RE: REAFFIRMATION OF EQUAL OPPORTUNITY POLICY AND NONDISCRIMINATION NOTICE, COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT AND VIETNAM ERA VETERANS ADJUSTMENT ASSISTANCE ACT, AS AMENDED BY THE JOBS FOR VETERANS ACT OF 2002 (VEVRAA) AND THE UNIVERSITY OF ALABAMA STATEMENT ON DIVERSITY

### **REAFFIRMATION OF EQUAL OPPORTUNITY POLICY**

The University annually reaffirms its commitment to equal opportunity, acknowledging publicly its obligation to operate in a constitutional and non-discriminatory fashion, both as an Equal Opportunity Employer and as an Equal Opportunity Educational Institution. This serves as a reminder to all within our community that faculty, staff, and students must conduct themselves in

a manner free of unlawful discrimination of any kind in the educational processes and in interactions within the workplace.

As an academic community, our educational mission is enhanced by the robust exchange of ideas that occurs within a diverse and inclusive learning environment, with a diverse student body, faculty and staff. We are dedicated to the pursuit of personal and academic excellence, to advancing the ideals of individual worth and human dignity, and to maintaining a nurturing and respectful learning environment. Individuals who live, work, teach, and study within this community are expected to contribute positively to the environment and to refrain from behaviors which threaten the freedom or respect that every member of our community deserves.

The University of Alabama is committed to compliance with all applicable laws regarding the concept and practice of equal opportunity, nondiscrimination, and affirmative action. The University's programs of affirmative action for women and minorities, for qualified individuals with disabilities, and for protected veterans are available for inspection upon request and during regular business hours in the Office of Equal Opportunity Programs.

### **NONDISCRIMINATION NOTICE**

The University of Alabama complies with applicable laws prohibiting discrimination, including Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Executive Order 11246, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Adjustment Assistance Act, as amended by the Jobs for Veterans Act of 2002 (VEVRAA), the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, the ADA Amendments Act of 2008, and the Genetic Information Nondiscrimination Act of 2008, and does not discriminate on the basis of genetic information, race, color, religion, national origin, sex (which includes sexual orientation, gender identity, and gender expression), age, disability or protected veteran status in admission or access to, or treatment of employment in, its programs and services. Inquiries or concerns regarding The University's Title IX or gender-related compliance may be directed to the University's Title IX Coordinator, Ms. Beth Howard, 152A Rose Administration Building, Box 870114, Tuscaloosa, AL 35487-0114, (205) 348-5496, gbhoward@ua.edu. All other inquiries and concerns may be directed to Dr. Gwendolyn Hood, University Compliance Officer, 171 Rose Administration Building, Box 870300, Tuscaloosa, AL 35487-0300, (205) 348-5855 (Voice), (205) 348-5573 (TDD), ghood@alan.ua.edu.

### **COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT**

In keeping with its mission and in accordance with the Americans with Disabilities Act (ADA), the ADA Amendments Act of 2008, and other applicable laws, The University of Alabama is committed to providing qualified persons with disabilities an equal opportunity to participate in and benefit from all programs and services offered by the University. Reasonable accommodations for program accessibility and employment are made on an individualized basis. It is the responsibility of persons with disabilities, however, to seek available assistance and make their needs known to the offices identified below. While the University strives to accommodate the needs of individuals with disabilities as fully as possible, reasonable accommodations do not include measures which fundamentally alter the University's programs and services or which place an undue administrative or financial burden on the University.

**EMPLOYEE REQUEST FOR REASONABLE ACCOMMODATION:** An employee with a qualifying disability may be entitled to a reasonable accommodation to help perform the essential functions of the job. Reasonable accommodations are determined on a case-by-case basis, and may include acquisition or modifications of equipment or devices; adjustments or modifications of



training materials or policies; changes in the physical layout of the work space; or other accommodations that may be reasonable and appropriate. More information for employees and supervisors is available at <http://hr.ua.edu/ada>. Employees requesting reasonable accommodations should complete the Employee Accommodation Request form available at the above website and submit the completed form to the HR ADA Coordinator, Emily Marbutt, at [emarbutt@fa.ua.edu](mailto:emarbutt@fa.ua.edu).

**VOLUNTARY INVITATION TO SELF-IDENTIFY DISABILITY:** The University's program of affirmative action invites employees who believe they are individuals with disabilities to identify themselves by completing the Voluntary Self-Identification of Disability form found at <http://hr.ua.edu/ada> (and which in the future will be available on the Employee tab in MyBama under Employee Services). The information disclosed in this form is being requested on a voluntary basis, and will be used and be kept confidential in accordance with the ADA. Refusal to provide this information will not subject any employee to any adverse treatment. The information disclosed is used solely for affirmative action purposes; therefore, employees who self-identify as having a disability who also require reasonable accommodations to perform their job must follow the process noted above.

**STUDENTS WITH DISABILITIES:** The University has designated the Office of Disability Services (ODS) (<http://ods.ua.edu>) as the campus coordinating office for the provision and delivery of services and for recommending reasonable accommodations that ensure the University's programs, services, and activities are accessible to students with qualifying and documented disabilities. Students with qualifying disabilities are required to register with ODS. Services for students focus upon providing accommodations and services to help meet University demands, while promoting student responsibility and self-advocacy. The ODS also serves as a resource to faculty members and University departments, assisting them in accommodating the needs of students with disabilities in the classroom and other program settings.

**CAMPUS VISITORS:** Patrons with disabilities who are participating in University-sponsored programs and activities should make their requests for reasonable accommodations directly to the department or unit sponsoring the program/activity, or to the Office of Equal Opportunity Programs by calling (205) 348-5855 (Voice) or (205) 348-5573 (TDD), or by emailing [ghood@alan.ua.edu](mailto:ghood@alan.ua.edu).

**ACCESSIBLE TECHNOLOGY:** The University's technology accessibility website (<http://accessibility.ua.edu/>) identifies resources to help employees ensure that information, services, courses, and technology are inclusive and accessible in accordance with applicable law. An individual with a disability who is having difficulty accessing information on a public University of Alabama webpage or other technology should contact Dr. Rachel Thompson at [rsthompson2@ua.edu](mailto:rsthompson2@ua.edu) for assistance.

**ACCESSIBLE FACILITIES AND GROUNDS:** The University is committed to identifying and removing potential accessibility barriers in its facilities and on its grounds for employees, students, and campus visitors with mobility impairments. To report an ADA accessibility problem on campus, you are encouraged to call the ADA Hotline at 205-348-5882 and leave a message, or send an e-mail to [facilities@fa.ua.edu](mailto:facilities@fa.ua.edu).

**ADA COORDINATOR & WEBSITE:** Inquiries concerning ADA requirements and compliance may be directed to Dr. Gwendolyn Hood, University Compliance Officer and ADA Coordinator, 171 Rose Administration Building, Box 870300, Tuscaloosa, AL 35487-0300, (205) 348-5855 (Voice), (205) 348-5573 (TDD). Further information about the University's commitment to individuals with disabilities and the provision of reasonable accommodations can be found at <http://eop.ua.edu/disabilities.html>.

## **COMPLIANCE WITH THE VIETNAM ERA VETERANS' ADJUSTMENT ASSISTANCE ACT, AS AMENDED BY THE JOBS FOR VETERANS ACT OF 2002 (VEVRAA)**

In keeping with its mission and in accordance with the Vietnam Era Veterans' Adjustment Assistance Act, as amended by the Jobs for Veterans Act of 2002 (VEVRAA) and other applicable laws, The University of Alabama is committed to providing persons who are protected veterans an equal opportunity to participate in and benefit from all programs and services offered by the University and is committed to compliance with affirmative action laws related to protected veterans. It is the policy of The University of Alabama not to discriminate against an individual's status as a protected veteran regard to recruitment or advertising, hiring, training, promotion, and other terms and conditions of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job.

**DISABLED VETERAN'S REQUEST FOR ACCOMMODATION:** Protected veterans who are disabled are invited to identify accommodations the University could make that would enable the employee to perform the essential functions of the job, including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provision of personal assistance services or other accommodations. Disabled veterans requesting reasonable accommodations should complete the Employee Accommodation Request form available at <http://hr.ua.edu/ada>, and submit the completed form to the HR ADA Coordinator, Emily Marbutt, at [emarbutt@fa.ua.edu](mailto:emarbutt@fa.ua.edu).

**VOLUNTARY INVITATION TO SELF-IDENTIFY PROTECTED VETERAN STATUS:** As a Government contractor subject to VEVRAA, the University is required to submit a report to the United States Department of Labor each year identifying the number of its employees belonging to each specified "protected veteran" category. In compliance with this mandate, the University invites employees who believe they are protected veterans to identify themselves by completing the form entitled Voluntary Self-Identification of Protected Veterans for Post-Offer and Current Employees, which may be found at <http://hr.ua.edu/policies-and-forms> (and which in the future will be available on the Employee tab in MyBama under Employee Services). Submission of this information is voluntary and refusal to provide it will not subject an employee to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended.

## **THE UNIVERSITY OF ALABAMA STATEMENT ON DIVERSITY**

The work of The University of Alabama is of critical importance to our state, nation, and world. Each day our students, faculty, staff, and administrators touch lives through their amazing work in and out of the classroom. Guiding our work is a set of core values. They include, but are not limited to creating an environment that fosters integrity, respect, trust, openness, exceptional performance, and accountability. We work to create an environment that encourages each individual to realize their full potential as we embrace their differences.

The mission of The University of Alabama is to advance the intellectual and social condition of the people of the State through quality programs of teaching, research, and service. That educational mission is enhanced by the robust exchange of ideas that occurs within a diverse and inclusive environment. Students who learn from each other and from faculty members and administrators, including those at the highest levels of leadership, in an environment with a variety of backgrounds are better able to understand, appreciate, and contribute to our twenty-first century global society. Consequently, the University endorses a student, faculty, and administrative community enriched by individuals of diverse national origins, races, ethnicities, sexual orientations, gender identities, gender expressions, cultures, socioeconomic and geographic

backgrounds, ages, physical abilities, and religious and political beliefs. The University is committed to offering diverse cultural programs, intercultural education, and other educational initiatives (such as the University's Crossroads Community Center) that enhance awareness and appreciation of cultural and individual diversity, promote community, and prepare students for the global society in which they will live and work.

As an institution of higher learning, The University of Alabama attaches great value to freedom of speech and open debate, but it also attaches great importance to the principles of civility and respect which govern an academic community. Harassment or other illegal discrimination against individuals or groups not only is a violation of University Policy and subject to disciplinary action, but also is inconsistent with the values and ideals of the University. Likewise, retaliation in the form of harassment, intimidation, threats, or coercion, or in the form of any materially adverse harm that would dissuade a reasonable student or employee from filing a harassment or discrimination complaint or participating in a related investigation is also prohibited. Engaging in any such retaliatory action may also subject the student or employee to disciplinary action.

The University maintains the UACT website ([www.ua.edu/uact/](http://www.ua.edu/uact/)), which provides a comprehensive list of available reporting channels through which students, employees and campus visitors can report acts of discrimination, retaliation, harassment, sexual assault or sexual violence (including dating violence, domestic violence and stalking), hazing, threat assessment or fraud, and violation of the Child Protection Policy. Members of the University community are encouraged to review the information on that website, and to refer those with issues of concern to that website to ensure prompt reporting to the appropriate University officials.

It is the goal of The University of Alabama to cultivate a hospitable campus environment in which all members of the University can work together and learn from each other in a climate of mutual respect. I pledge my personal commitment to this goal, and I hope that all in the campus community will pledge their commitment as well.

## Historically Black Colleges and Universities In Alabama

<p><b>Alabama A&amp;M University</b> Human Resources Melvin Bowers Salary and Wage Manager PO Box 305 Normal, Alabama 35762 256-372-5835 <a href="http://www.aamu.edu">http://www.aamu.edu</a></p>	<p><b>Alabama State University</b> Mrs. Beverly Rudolph Assistant Director Personnel and Human Relation 915 South Jackson Street Montgomery, AL 36101 (334)229-4667 <a href="http://www.alasu.edu">http://www.alasu.edu</a></p>	<p><b>Bishop State Community College</b> Marcella Sims Director of Human Resources 351 North Broad Street Mobile, Alabama 36603 (334) 690-6801 <a href="http://www.bscc.cc.al.us">http://www.bscc.cc.al.us</a></p>
<p><b>Concordia College</b> Evelyn Pickens Director of Placement 1804 Green Street Selma, Alabama 36701 334-874-5700 x171 <a href="http://www.concordiaselma.edu">http://www.concordiaselma.edu</a></p>	<p><b>J.F. Drake State Technical College</b> Rebecca Hamrick 3421 Meridian Street, North Huntsville, Alabama 35811 256-551-3154 <a href="mailto:hamrickr@dstc.cc.al.us">hamrickr@dstc.cc.al.us</a> <a href="http://www.dstc.cc.al.us">http://www.dstc.cc.al.us</a></p>	<p><b>Lawson State Community College</b> Mrs. Vergie B. Spears Manager, Payroll and Personnel 3060 Wilson Road SW Birmingham, AL 35221 205-929-6313 <a href="http://www.lawsonstate.edu">http://www.lawsonstate.edu</a></p>
<p><b>Miles College</b> Human Resource Odessa Usher 5500 Myron-Massey Boulevard Fairfield, Alabama 35064 205-929-1440 <a href="http://www.miles.edu">http://www.miles.edu</a></p>	<p><b>Oakwood College</b> Human Resource Sylvia Germany 7000 Adventist Boulevard Huntsville, Alabama 35896 256-726-7273 <a href="http://www.oakwood.edu">http://www.oakwood.edu</a></p>	<p><b>Selma University</b> Rev. George Davis, V.P.A.A. 1501 Lapsley Street Selma, AL 36701 334-872-2533 <a href="mailto:selmau@bellsouth.net">selmau@bellsouth.net</a></p>
<p><b>Shelton State Community College</b> Human Resource Johnny F. Parker, Director 9500 Old Greensboro Road Tuscaloosa, Alabama 35405 205-391-2272 <a href="http://www.sheltonstate.edu">http://www.sheltonstate.edu</a></p>	<p><b>Stillman College</b> Human Resources Department Patricia Wilson 3600 Stillman Blvd Tuscaloosa, AL 35401 205-247-8152 <a href="mailto:mpwilson@stillman.edu">mpwilson@stillman.edu</a> <a href="http://www.stillman.edu">http://www.stillman.edu</a></p>	<p><b>Talladega College</b> Brenda Rhoden Human Resource Director 627 West Battle Street Talladega, Alabama 35160 256-761-6204 <a href="http://www.talladega.edu">http://www.talladega.edu</a></p>
<p><b>Trenholm State Technical College</b> Human Resource Antoinette Jones 1225 Air Base Boulevard Montgomery, Alabama 36108 334-420-4250 or 334-420-4218 <a href="http://www.trenholmtech.cc.al.us">http://www.trenholmtech.cc.al.us</a></p>	<p><b>Tuskegee University</b> Human Resource 102 Old Administration Building Tuskegee, Alabama 36088 334-727-8510 <a href="http://www.tusk.edu">http://www.tusk.edu</a></p>	