

MAY 24, 2023



**WEAA EQUAL EMPLOYMENT
OPPORTUNITY (EEO) PUBLIC INSPECTION
FILE REPORT
FISCAL YEAR 2023**

MORGAN STATE UNIVERISTY
1700 E. COLD SPRING LANE
BALTIMORE, MD 21251

Equal Employment Opportunity Public Inspection File Report

Full-time Job Vacancies Filled During Annual Reporting Period June 1, 2022 to May 31, 2023.

1. Total number of vacancies filled during the year: 0
2. Total number of interviewees for all full-time vacancies 0

Title of Full-time Job Filled: Music Director & On-Air Host
Date Posted: N/A
Date Filled: N/A
Number of Candidates: N/A
Contact Person: Jacqueline Jones
Recruitment Source Referring Interviewee: N/A

WEAA’s Typical Recruitment Resources are listed below.

WEAA.org

State of Maryland

Morgan.edu

Indeed.com

CareerBuilder.com

National Association of Black Journalists

WEAA is licensed to Morgan State University, which is an equal opportunity employer, and encourages minorities and women to apply for job vacancies. We provide such opportunities to all qualified individuals without regard to race, color, religion, national origin or sex in all personnel actions including retirement, evaluation, selection, promotion, compensation, and training. Organizations wishing to be notified of job openings should send their requests to the Morgan State University Employment Manager, Office of Human Resources, Carter-Grant-Wilson Room 100, 1700 E Cold Spring Lane, Baltimore, Maryland 21251.

EEO Initiatives:

Internships: In cooperation with Morgan State University, WEAA has an internship program encouraging students and others to learn skills needed for employment in the broadcasting industry. During this reporting cycle the station hosted approximately 24 interns.

Station Tours: WEAA offers tours of its radio facilities to individuals as well as student and youth organizations in the area, presenting an opportunity to discuss broadcasting careers with the attendees. Tours were provided to the Y of Central Maryland on June 18, 2019, the Institute of Notre Dame on February 25, 2020, and to various other groups during the reporting period.

Practicum Programs: WEAA participates in the Morgan State University practicum programs, giving students opportunities to learn hand-on broadcasting skills.

Management Training: WEAA complies fully with regulations of the Morgan State University Office of Diversity and Equal Employment Opportunity and receives regular management training regarding methods of ensuring equal employment opportunity and preventing discrimination.

The Office of Diversity and Equal Employment Opportunity is charged with the day-to-day implementation of the University's nondiscrimination policies as well as the coordination of Title IX related policies, procedures, training and prevention efforts. The Office aims to educate the University community about affirmative action, EEO laws, and Title IX related gender-based discrimination issues in an effort to ensure compliance with applicable federal and state laws.

The Office of Diversity and Equal Employment Opportunity is also charged with:

- Developing and implementing University policies and procedures pertaining to equal opportunity, diversity, and Title IX.
- Investigating complaints of discrimination and harassment based upon an EEO related protected basis including race, color, national origin, religion, sex, sexual orientation, age, marital status, disability, genetic information, gender identity, or any other applicable protected basis under applicable law.
- Identifying areas of potential discrimination and determining appropriate solutions and/or corrective action.
- Assessing employee requests for reasonable accommodations and coordinating compliance with the Americans with Disabilities Act (ADA), as amended, and Section 504 of the Rehabilitation Act, as amended.
- Attend training and professional development workshops and trade seminars. Members are also eligible to take part in the university tuition reimbursement program enabling them to pursue academic learning at other state institutions. These activities impart skills that might lead to advancement.

Morgan State University provides employees including WEAA with opportunities to regularly attend training and professional development workshops and trade seminars. The staff members are also eligible to take part in the university tuition reimbursement program enabling them to pursue academic learning at Morgan State University and other state institutions in Maryland. These activities impart skills that might lead to advancement.

WEAA staff members utilizing tuition reimbursement program include:

- 1. Andre Melton**
- 2. Shawn Simpson**