

EEO PUBLIC FILE REPORT

FOR

WUAL-FM

TUSCALOOSA, ALABAMA

Attached EEO Public File Report
Cover the Period
December 1, 2019 to November 30, 2020

**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, 2019 - November 30, 2020

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) Currently still vacant

During the period ending on November 30, 2020, the Stations filled the following full-time vacancies:

2. Total Interviewees for Full-Time Vacancies

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	
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:****Recruitment Source that Referred the Hiree:****Total Number of Applicants for the Vacancy:****Total Number of persons interviewed for the Vacancy:****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		N/A
Current www.current.org	----	No
CPB.org	-----	No
LinkedIn	-----	No
Alabama Broadcasters Association		No
Facebook		NO
Historically Black Colleges; see attachment for full details		No

EXHIBIT B

SUPPLEMENTAL INITIATIVE DESCRIPTION FORM

Year: 2019/2020

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. Seventeen student interns received 3,349 hours of hands-on student experience, producing more than 60 hours of on-air and on-line content.

Year: 2019/2020

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

Description of Initiative:

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

Year: 2019/2020

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: 2019/2020

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.

The University implements its Harassment Policy through preventive education and training and through procedures for investigating and resolving claims of harassment. Professional staff and students are required to participate in training programs which are offered by a variety of departments and divisions, including the Department of Human Resources.

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, feature writing and reporting, production techniques, office management, public relations and marketing. Additionally, our News Director participates in the Alabama Press Association training program for students.

Equal Opportunity Policies

The University of Alabama (UA) provides equal opportunity in education and employment for all qualified persons regardless of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy, age, genetic or family medical history information, disability, protected veteran status or any other legally protected basis. UA makes employment decisions based only on valid job-related requirements. UA does not discriminate on the basis of a physical or mental disability or an individual's status as a disabled veteran or any other protected veteran with regard to application for employment and any terms and conditions of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job.

Equal Opportunity Statement for Individuals with Disabilities and Protected Veterans

The University of Alabama (UA) provides equal opportunity in education and employment for all qualified persons regardless of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy, age, genetic or family medical history information, disability, protected veteran status or any other legally protected basis. UA makes employment decisions based only on valid job-related requirements. UA does not discriminate on the basis of a physical or mental disability or an individual's status as a disabled veteran or any other protected veteran with regard to application for employment and any terms and conditions of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job.

Non-Discrimination: UA complies with applicable laws prohibiting discrimination, harassment and retaliation, including but not limited to 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 Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), 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. Consistent with those laws and UA's Sexual Misconduct, Harassment and other policies, UA prohibits discrimination on the basis of genetic or family medical history information, race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy, age, disability, protected veteran status or any other legally protected basis in admission or access to, or treatment of employment in, its programs and services. These prohibitions against discrimination apply to recruitment, application, selection, hiring, appointment, transfer, demotion, promotion, tenure, job assignments, classification, compensation, benefits, leaves of absence, sick leave or any other leaves, job training and development, tuition assistance, participation in UA-sponsored educational, social, and recreational programs, discharge, layoff, and/or any other term, condition or privilege of employment. Inquiries or concerns regarding UA's Title IX or gender-related compliance may be directed to UA's Title IX Coordinator, Ms. Beth Howard, 107 Burke Hall West, Box 870300, Tuscaloosa, AL 35487-0300, (205) 348-5496, gbhoward@ua.edu. All

other inquiries and concerns related to discrimination, harassment, or retaliation, except those regarding Section 1557 of the Affordable Care Act discussed below, may be directed to Dr. Gwendolyn Hood, University Compliance Officer and Director of the Office of Equal Opportunity Programs, 107 Burke Hall West, Box 870300, Tuscaloosa, AL 35487-0300, (205) 348-5855 (Voice), (205) 348-5573 (TDD), ghood@aalan.ua.edu.

Non-Discrimination in Health Care Programs/Activities: UA also complies with Section 1557 of the Affordable Care Act, which prohibits discrimination on the basis of race, color, national origin, sex, age, or disability in certain University health care programs and activities and UA's group health plans and wellness programs. Additional information and contact information for inquiries and concerns related to compliance with Section 1557 is available at <https://compliance.ua.edu/aca1557>.

Anti-Retaliation. Consistent with applicable laws and UA policies, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, discrimination, reprisals and/or adverse actions because they have engaged in, or may engage in any of the following activities: (i) filed a complaint pursuant to an equal employment opportunity or affirmative action law or applicable UA policy; (ii) assisted or participated in an investigation, compliance review, hearing or other activity related to the administration of an equal opportunity or affirmative action law or applicable UA policy; (iii) opposed any act or practice prohibited by an equal opportunity or affirmative action law or applicable UA policy; or (iv) exercised any other right protected by an equal opportunity or affirmative action law or applicable UA policy.

Affirmative Action Program. To further ensure UA's commitment to equal employment opportunity, UA, as a federal contractor, maintains an affirmative action program in accordance with applicable laws, regulations, executive orders, and government directives. UA has taken and will continue to take, consistent with applicable laws, affirmative action to recruit, employ, advance and not discriminate against qualified women, racial and ethnic minorities, qualified individuals with disabilities and protected veterans.

Affirmative Action Plan. As part of UA's affirmative action program, UA prepares annual affirmative action plans (AAPs) for women and minorities and for protected veterans and individuals with disabilities. Those plans are available for inspection upon request and during regular business hours in the Office of Equal Opportunity Programs located on campus in 107 Burke Hall West, (205) 348-5855 (Voice), (205) 348-5573 (TDD).

Voluntary Self-Identification. To gather data necessary to report data and perform analysis required by applicable law in its AAPs, UA invites: (i) job applicants to voluntarily self-identify their race, ethnicity, gender, disability status or protected veteran status at the pre-offer stage of the hiring process; (ii) job applicants to voluntarily self-identify their disability or veteran status at the post-offer; and (iii) employees to voluntarily self-identify their disability or protected veteran status post-employment. The information is requested on a voluntary basis, and will be used and kept confidential in accordance with federal law. Refusal to provide this information will not subject any applicant or employee to any adverse treatment. The information is used solely for affirmative action purposes; therefore, individuals who self-identify as having a disability who also require reasonable accommodations to perform the essential functions of their

job must follow UA's Reasonable Accommodations Policy for Applicants and Employees.

Reasonable Accommodations. UA makes reasonable accommodations to the known physical or mental impairments of an applicant or employee who is a qualified individual with a disability or is a qualified disabled veteran, unless such accommodations would impose an undue administrative or financial hardship on the operation of UA's business or fundamentally alter UA's program and services. UA will not deny employment opportunities based on its need to make a reasonable accommodation to such an individual's physical or mental impairment. However, an employee must be able to perform the essential functions of the job, with or without an accommodation. Additional information about UA's commitment to individuals with disabilities, the provision of reasonable accommodations, and contact information for the HR ADA Coordinator is available at <http://eop.ua.edu/disabilities.html> and <http://hr.ua.edu/ada>.

Scope (Policy applies to the following audience):

- ☒ Students
- ☒ Faculty
- ☒ Staff
- ☒ Contractors
- ☒ Volunteers
- ☐ Other – Specify: Enter other scope description here.

NON-DISCRIMINATION NOTICE.

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NON-DISCRIMINATION IN HEALTH CARE PROGRAMS/ACTIVITIES:

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Reaffirmation of Equal Opportunity, Nondiscrimination, and Affirmative Action Policy Statement

September 5, 2018

MEMORANDUM TO: All Faculty, Staff, and Students

FROM: Stuart R. Bell

SUBJECT: Reaffirmation of Equal Opportunity, Nondiscrimination, and Affirmative Action Policy Statement

The University of Alabama annually reaffirms its full commitment to equal opportunity, nondiscrimination, and affirmative action, including the policies and procedures that prohibit discrimination and unlawful harassment throughout our campus community. This commitment is supported by our strategic plan, which includes our goal to "enrich our learning and work environment by providing an accepting, inclusive community that attracts and supports a diverse faculty, staff and student body." A key objective of that goal is to enhance the recruitment, hiring and retention of diverse faculty, staff and administrators.

I pledge my personal commitment to uphold the values expressed in this commitment, as well as to equal opportunity and nondiscrimination in employment-related decisions. I hope all of you will join me in this pledge.

Please read through the attached Equal Opportunity, Nondiscrimination, and Affirmative Action Policy Statement and contact the appropriate office or individual if you have any questions. This policy, as well as other policies and information related to equal opportunity and unlawful discrimination in employment and education is available on the Equal Opportunity Programs website at <https://eop.ua.edu/law.html>, and the Human Resources website at <http://hr.ua.edu/ada>.

Equal Opportunity, Non-Discrimination, and Affirmative Action Policy Statement

Administrative Division: Academic Affairs

Unit: Office of Equal Opportunity

Effective Date: 5/31/2017

Contact: Gwendolyn Hood (205) 348-5855/ghood@aalan.ua.edu

Revision Date:

PURPOSE:

The University of Alabama (UA) is committed to compliance with all applicable laws regarding the concept and practice of equal opportunity, non-discrimination (including anti-retaliation and reasonable accommodation) and affirmative action in all aspects of employment practice. All managers and supervisors are required to take an active part in following this policy to ensure that all qualified applicants and employees who are women, minorities, have disabilities, or have protected veteran status are considered and treated in a non-discriminatory manner with respect to all employment-related decisions.

POLICY: EQUAL OPPORTUNITY.

UA provides equal opportunity in education and employment for all qualified persons regardless of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy, age, genetic or family medical history information, disability, protected veteran status or any other legally protected basis. UA makes employment decisions based only on valid job-related requirements. UA does not discriminate on the basis of a physical or mental disability or an individual's status as a disabled veteran or any other protected veteran with regard to application for employment and any terms and conditions of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job.

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ANTI-RETALIATION.

Consistent with applicable laws and UA policies, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, discrimination, reprisals and/or adverse actions because they have engaged in, or may engage in any of the following activities: (i) filed a complaint pursuant to an equal employment opportunity or affirmative action law or applicable UA policy; (ii) assisted or participated in an investigation, compliance review, hearing or other activity related to the administration of an equal opportunity or affirmative action law or applicable UA policy; (iii) opposed any act or practice prohibited by an equal opportunity or affirmative action law or applicable UA policy; or (iv) exercised any other right protected by an equal opportunity or affirmative action law or applicable UA policy.

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voluntarily self-identify their race, ethnicity, gender, disability status or protected veteran status at the pre- offer stage of the hiring process; (ii) job applicants to voluntarily self-identify their disability or veteran status at the post-offer; and (iii) employees to voluntarily self-identify their disability or protected veteran status post-employment. The information is requested on a voluntary basis, and will be used and kept confidential in accordance with federal law. Refusal to provide this information will not subject any applicant or employee to any adverse treatment. The information is used solely for affirmative action purposes; therefore, individuals who self-identify as having a disability who also require reasonable accommodations to perform the essential functions of their job must follow UA's Reasonable Accommodations Policy for Applicants and Employees.

REASONABLE ACCOMMODATIONS. UA makes reasonable accommodations to the known physical or mental impairments of an applicant or employee who is a qualified individual with a disability or is a qualified disabled veteran, unless such accommodations would impose an undue administrative or financial hardship on the operation of UA's business or fundamentally alter UA's program and services. UA will not deny employment opportunities based on its need to make a reasonable accommodation to such an individual's physical or mental impairment. However, an employee must be able to perform the essential functions of the job, with or without an accommodation. Additional information about UA's commitment to individuals with disabilities, the provision of reasonable accommodations, and contact information for the HR ADA Coordinator is available at <http://eop.ua.edu/disabilities.html> and <http://hr.ua.edu/ada>.

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- ☒ Contractors
- ☒ Volunteers
- ☐ Other – Specify: Enter other scope description here.

Definitions, Procedures, and/or References:

RESPONSIBILITY FOR IMPLEMENTATION The President of UA and other senior executive officers of UA have the ultimate responsibility for implementing UA's equal opportunity policy and affirmative action programs. The President, Dr. Stuart Bell, has reviewed and fully supports this policy. His annual reaffirmation memorandum, posted on-line at <http://eop.ua.edu/law.html>, reiterates his endorsement and urges every employee to comply with this policy. Dr. Gwendolyn Hood, University Compliance Officer and Director of the Office of Equal Opportunity Programs, has been designated to oversee implementation of UA's equal opportunity and affirmative action program. She is responsible for reviewing and updating annually UA's affirmative action programs and implementing an auditing and reporting system that a) measures the effectiveness of UA's affirmative action program; b) indicates the need for remedial action; c) determines the degree to which UA's objectives have been attained; d) determines whether

minorities, women, known individuals with disabilities, and/or protected veterans have had the opportunity to participate in UA-sponsored educational, training, recreational and social activities; e) measures UA's compliance with its affirmative action program's specific obligations; and f) documents actions to comply with applicable federal regulations. Dr. Hood is assisted in these audit and reporting duties by an Academic Compliance Officer and a Non-Academic Compliance Officer and their designees.

Approved by: President Bell, May 31, 2017

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**Historically Black Colleges and Universities
In Alabama**

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