

KRFC Diversity Statement and Employment Report

KRFC is committed to diversity and fairness and will not discriminate as to race, creed, religion, color, gender, gender expression, national origin, age, disability, marital status, sexual orientation or status with regard to public assistance in any practices – including, but not limited to, recruitment, employment, training and the termination of personnel and volunteers, and will comply with all applicable laws governing equal employment opportunity and affirmative action. This policy applies to all relationships, including those with vendors, contractors, outside organizations and the general public.

KRFC's policy regarding equal employment opportunity applies to all aspects of employment, including recruitment, hiring, job assignments, promotions, working conditions, scheduling, benefits, wage and salary administration, disciplinary action, termination, and social, educational and recreational programs.

The Board of Directors shall act as the responsible agent in the full implementation of the Equal Employment Opportunity policy as it relates to the Station Manager. The Station Manager shall act as the responsible agent in the full implementation of the Equal Employment Opportunity policy as it relates to other employees.

As of December 2014, our staff and governance reflect this diversity to different extents, including at three full time female staff, one staff member with disabilities and two females in leadership positions on our board. Our 200+ volunteers also broadly reflect the elements of diversity that we find important to delivering community focused programming.

We have made progress over the past several years to increase our diversity, including increasing the number of women on our board and staff. We will continue to conduct diversity training for board members, staff, and volunteers in the coming year as part of our diversity plan.

The following represents the Annual EEO Public File Report summarizing EEO activities required by the Federal Communications Commission for station, KRFC, Fort Collins CO covering the period January 1, 2014 to December 31, 2014.

KRFC-FM disseminates information on each of our vacancies to outlets, which will reach a diverse audience of qualified individuals. All applications are carefully reviewed by KRFC staff and BOD for information that could reveal age, race, religion, national origin, color, marital status, disability, military status, or citizenship before the applications are provided to search committee members. For vacancies at KRFC, a search committee composed of a mix of Station Staff, BOD and Volunteers is convened to review applications and choose applicants to interview. Interviews are performed both in a group setting and individually.

During part of the period January 1, 2014 to December 31, 2014, KRFC had 1 full time vacancy for Program Director. During this time span WCSU was able to fill the position. The position was posted in local newspapers, the station website and major job posting websites.

KRFC engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

During this reporting period, KRFC hosted two(2) interns in our offering hands-on skill-building training for members of the community and students at Colorado State University

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

KRFC reaches out to our audience and the community through social media platforms Facebook and Twitter. During the Reporting Period, KRFC also staffed outreach booths at several large community events, including Bohemian Nights at New West Ferst, Fort Collins Cinco de Mayo, Tour de Fat and Sustainable Living Fair.

*Offered ongoing Training and **mentoring** programs for station volunteers.*

KRFC has an on-going training and mentoring program to encourage and support new volunteers at the Station so that they can learn the skills needed for broadcast in news, public affairs and music. Training sessions are available on a weekly basis.