

WUSF DIVERSITY POLICY

WUSF Public Media is committed to ensuring that its workforce and Partners Board reflect the diversity found in the communities it serves. Central to WUSF Public Media's mission, vision and values is maintaining a governing and workplace environment which recognizes and celebrates the power of diversity. WUSF Public Media strives to create and foster a supportive environment in which all individuals can be successful and reach his or her full potential within the organization.

WUSF Public Media seeks a diverse workforce and advisory body through distinct personalities and capabilities of each individual within the group. On a personal level, the diversity of an individual is defined by his or her cultural and personal differences, as well as likes and professional experiences.

WUSF Public Media believes that diversity considerations extend beyond race and gender. The spectrum of diversity also includes disability, religious belief, age, culture, sexual orientation, physicality, education and socio-economic status.

WUSF Public Media is an equal opportunity employer and will attempt to recruit a diverse workforce and explicitly forbid discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability and marital status, military status, citizenship or any other legally protected status in accordance with applicable local, state, and federal law.

Overarching WUSF's diversity goals is our affiliation as a non-academic unit within the University Marketing and Communications at the University of South Florida. As such, WUSF Public Media follows the University guidelines on diversity workforce makeup. Those guidelines are available at http://usfweb2.usf.edu/eoa/diversity_statement.asp, and through effective leadership <http://usfweb2.usf.edu/EOA/> as well as recruiting guidelines at <http://usfweb2.usf.edu/human-resources/recruiting/index.asp>.

Before the hiring authority or search committee receives a potential pool of applicants, said pool must possess an adequate representation of the community's diverse population. The data is computer generated based on applicant responses and must be certified as acceptable by the University's designated Equal Opportunity Liaison (EOL). In situations where the candidate pool is not considered adequate, the job posting is extended and additional posting sites are sought. Managers are required to interview a well-qualified and diverse candidate pool for all open positions. This candidate pool must be approved by the EOL. In the case where the opening is for a senior staff member, (Director or above) the public is notified and invited to sit in on the interviews.

Students with appointments at WUSF Public Media; either as Interns or Work Study, are also covered by the above policies and are accorded the same rights and protection as employees.