**KUED DIVERSITY POLICY**

KUED is committed to having a staff and advisory board that reflects the diversity of its community. Managers are encouraged to interview a well-qualified and diverse candidate pool for all open positions. Overarching KUED’s diversity commitment is our affiliation as a department of the University of Utah. As such, KUED follows University guidelines on workforce composition. This emphasis is clear from the University’s core values statement which reads in part:

*The U celebrates the rich diversity of people as well as creative and intellectual traditions by being inclusive in every respect. https://president.utah.edu/universitystrategy/*

KUED’s license holder and governing board is the University of Utah Board of Trustees. The selection strategy for board members is to provide a diverse body by gender, race, and profession. Similarly, the KUED Community Advisory Board’s strategy is to recruit a well-qualified and diverse cross section of board members who are reflective of the broader community.

Augmenting KUED’s diversity efforts, the University maintains a website that provides hiring managers with tools and resources for the identification and recruitment of diverse applicant pools for staff positions. The website can also be used by current staff members to learn about career advancement opportunities that are available to them through University offices and committees.

The University’s Policies and Procedures include a Staff Employment Policy that states:

*The University of Utah is fully committed to policies of equal opportunity and nondiscrimination. Accordingly, the university pursues a vigorous program of affirmative action in all its classifications of employment in order to prevent any form of discrimination, harassment, or prejudicial treatment on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity/expression, age, or status as a handicapped individual, or* [*protected veteran*](http://www.dol.gov/). *See* [*Policy 5-106*](https://regulations.utah.edu/human-resources/5-106.php)*. https://regulations.utah.edu/human-resources/5-102.php*

KUED management and appropriate staff attend an annual meeting on diversity awareness and equal opportunity guidelines led by representatives from University of Utah Human Resources and the Office of Equal Opportunity. All KUED employees are invited to attend.

KUED meets applicable FCC EEO and diversity guidelines.

Updated: 9/27/18

Nicholas Loomans