

WVUB Diversity Statement

WVUB is committed to a diverse workforce, management team, and governing body. Having a diverse staff contributes greatly to our knowledge and understanding of Southwestern Indiana's diverse communities, and to our ability to deliver content and services that will help us attract, grow and engage audiences and help them to achieve their full potential.

We endeavor to recruit from a broad pool of candidates enabling us to hire and promote qualified candidates with a variety of cultural and ethnic backgrounds, personal experiences and characteristics, and talents for all open positions. As a department of Vincennes University, WVUB follows the university's guidelines for advertising, interviewing, and hiring. WVUB will continue to explore new opportunities for achieving and promoting diversity and to monitor and evaluate our success. WVUB will always meet the standards of federal and state law, WVUB's Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting's Diversity Eligibility Criteria. WVUB's commitment to Diversity, Non-Discrimination and Affirmative Action are codified in the Vincennes University Manual. The following are relevant excerpts from the University Manual:

Policy Regarding Non-Discrimination

Vincennes University does not discriminate based on race, religion, color, national origin or ancestry, age, sex, sexual orientation, or handicap or against disabled veterans and veterans of the Vietnam Era, or other non-merit factors in its employment or educational programs or activities. Any person who believes that such discrimination has occurred in this institution should contact the Affirmative Action Officer at Vincennes University, 1002 North First Street, Welsh Administration Building, Vincennes, Indiana 47591, 812-888-5848. The AAO also hears concerns when a person believes himself or herself to be a victim of discrimination under Title

IX, Section 504 and the ADA.

Affirmative Action

It is the policy of Vincennes University to provide equal employment opportunity to employees and applicants for employment. Vincennes University adheres to principles of non-discrimination and assumes fair and equitable treatment of all persons. This policy applies to recruitment, placement, selection, promotion, training, transfer, rates of pay and any and all other terms and conditions of employment. Vincennes University reaffirms its present policy of nondiscrimination and equal employment opportunity regarding recruitment, hiring, training, promotion, and treatment of persons. The organizations, services, and programs under the legal control of the Trustees of Vincennes University shall be maintained on a non-discriminatory basis, in regard to race, color, sex, religion, disability, veterans status, age, ancestry, national origin, or other non-merit factors at all times. Vincennes University is committed to taking preventative actions toward discrimination of all persons. It is the expectation that all members of the faculty and staff will give full support to the University's commitment to equal opportunity and affirmative action.