



## 1.1 EQUAL OPPORTUNITY STATEMENT

1.1 The University of Central Oklahoma (University) is committed to an inclusive educational and employment environment that provides equal opportunity and access to all qualified persons. The University will continue its policy of fair and equal employment and educational practices without discrimination or harassment because of actual or perceived race, creed, color, religion, alienage or national origin, genetic information, ancestry, citizenship status, age, disability or handicap, gender, marital status, veteran status, sexual orientation, gender identity, or any other characteristic protected by applicable federal, state, or local law. Discrimination or harassment in violation of this policy should be reported to the Affirmative Action Officer (Office of Legal Counsel) in person at 114 Lillard Administration, or by phone at (405) 974-3377 or fax at (405) 974-3807. After office hours or on holidays, the report may be made by contacting University Police Services at (405) 974-2345.

*Approved by Cabinet & President February 19, 2013.*

## KCSC Equal Opportunity Statement

This statement is pursuant to Section 73.2080© of the 2002 FCC Rule.

KCSC and KBCW are licensed to the University of Central Oklahoma, an equal opportunity employer. KCSC and KBCW are bound by the University of Central Oklahoma Equal Opportunity Statement and subsequent policies.

When employment opportunities arise at KCSC and KBCW, they are published on the KCSC website ([www.kcscfm.com](http://www.kcscfm.com)), the UCO Jobs website ([jobs.uco.edu](http://jobs.uco.edu)), and in The Oklahoman ([www.newsok.com](http://www.newsok.com)), The Black Chronicle ([www.blackchronicle.com](http://www.blackchronicle.com)), Current Magazine ([www.current.org](http://www.current.org)), The Corporation for Public Broadcasting ([www.cpb.org/JobBank/](http://www.cpb.org/JobBank/)) and in EI National ([www.einationalnews.com](http://www.einationalnews.com)).

Resumes are welcome and any time. Anyone wishing to be put on a mailing list for notification of full-time vacancies may contact the station in writing:

KCSC  
100 N. University Drive  
Edmond, OK 73034

I hereby certify that the above information is true and complete, to the best of my knowledge.

Bradford B. Ferguson  
General Manager  
June 1, 2013

## Supplemental Recruitment Activities

As a Department within the UCO College of Fine Arts & Design KCSC maintains an internship program which introduces university students to all aspects of broadcasting at a fine arts public radio station including operations, programming and development. Students are involved in writing public services announcements and gathering information for broadcast on events inside the university and in the greater community.

KCSC maintains a file at the UCO Career Services office.

KCSC regularly hosts tour groups including Boy and Girl Scouts to see what a radio station looks like and how it operates.

## Staff Development 2013

The KCSC Development Director attended the annual Oklahoma Arts Conference in Ardmore, OK. Normally the Development Director also attends the annual Development Conference, but due to budgetary issues KCSC has opted to attend every other year.

The KCSC Operations Director attended the seminar *Exploring Diversity: Challenges and Opportunities* on the UCO campus.

## EEO Public File Report 2011

There was one full time opening on the KCSC staff.

Seven persons applied, three were interviewed, one was hired.

KCSC is the public radio station of the University of Central Oklahoma and, as such, student internships are available through the Communications Department on campus.

KCSC participates in the annual UCO Job Fair.

Hiring of employees is conducted through the Personnel Department of the University of Central Oklahoma. All hiring records are retained in the files of that department.

All full time openings are posted on the KCSC website and the University of Central Oklahoma website. KCSC full time job openings are also listed in the Edmond Sun, Daily Oklahoman, Black Chronicle and El Nationale local newspapers and are announced on-air at KCSC and published on the KCSC website.

## EEO Public File Report 2012

There were no full time openings on the KCSC staff.

KCSC is the public radio station of the University of Central Oklahoma and, as such, student internships are available through the Communications Department on campus.

KCSC participates in the annual UCO Job Fair.

Hiring of employees is conducted through the Personnel Department of the University of Central Oklahoma. All hiring records are retained in the files of that department.

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