

KCPT DIVERSITY STATEMENT

It is the goal of KCPT to cultivate and maintain diversity in the station's workforce, management, and governing boards.

BOARD OF DIRECTORS

With regard to Board-level appointments, KCPT is committed to adding the best person for the role. In selecting new Directors, KCPT will carefully consider the skills, experience, and perspectives represented on the Board and will seek to identify potential "gaps" based on the current and future activities of the group. The Board will look towards appropriate geographic, gender, racial, age, religious, national origin, economic, and ethnic representation when considering possible candidates.

COMMUNITY ADVISORY BOARD

With regard to Community Advisory Board-level appointments, KCPT is committed to adding the best person for the role. In selecting new CAB members, KCPT will carefully consider the skills, experience, and perspectives represented on the Board and will seek to identify potential "gaps" based on the current and future activities of the group. The CAB should be a cross-representation of the community, and the Board will look towards appropriate geographic, gender, racial, age, religious, national origin, economic, and ethnic representation when considering possible members.

KCPT MANAGEMENT

With regard to KCPT Management, KCPT is committed to selecting the best person for the role. In furtherance of the goal of diversity, KCPT attempts to reach diverse candidates for management positions through various publications, including minority publications, on-air postings, KCPT website, EEO1 Source (outreach to universities and technical schools) and by participating in minority job fairs.

KCPT WORKFORCE

With regard to the KCPT Workforce, KCPT is committed to selecting the best person for the role. In furtherance of the goal of diversity, KCPT attempts to reach diverse candidates for available positions through various publications, including minority publications, on-air postings, KCPT website, EEO1 Source (outreach to universities and technical schools) and by participating in minority job fairs.

OTHER

With regard to volunteers, vendors, on-air hosts and panelists, KCPT is committed to selecting the best people to represent the station. Representation at events, on-air, and people working on our behalf should be a cross-representation of the community. KCPT will look towards appropriate geographic, gender, racial, age, religious, national origin, economic, and ethnic representation when considering these roles.

KCPT EMPLOYEE HANDBOOK - EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the intent of KCPT to provide Equal Employment Opportunity in all aspects, terms, conditions, and privileges of employment to all employees or applicants, without regard to race, creed, color, sex, age, disability, religion, pregnancy status, veteran status, national origin, sexual orientation, or any other status protected by federal, state or local laws.

Moreover, KCPT provides reasonable accommodation for qualified individuals with known disabilities or handicaps to enable such individuals to: (1) apply for employment with KCPT; (2) to perform the essential functions of their jobs; and (3) to enjoy the other terms, conditions, and privileges of employment. Requests for accommodation should be made to Human Resources.