

Penn State Public Media (WPSU TV and FM) are licenses of The Pennsylvania State University, within Outreach and Online Education. As a part of the University, Penn State Public Media adheres to the University's diversity policies. The University has several policies to ensure compliance with Federal and State Legislation.

Penn State Diversity Policies

The following are major policies that the University has issued to address diversity among its employees and ensure a safe working environment. Some policies may be viewed by the public while others are restricted to employee access.

HR01 Fair Employment Practices (<http://guru.psu.edu/policies/OHR/hr01.html>) The University is committed that all persons shall have equal access to employment without regard to personal characteristics not related to ability, performance, or qualifications as determined by University policy, contract, or state or federal authorities, and that the University does not discriminate against any person because of age as defined by law, ancestry, color, disability or handicap, genetic information, national origin, race, religious creed, sex, sexual orientation, or veteran status.

AD29 Statement on Intolerance (<http://guru.psu.edu/policies/ad29.html>) - Statement on Intolerance defines an act of intolerance as conduct that is in violation of a University policy. The policy expands the diversity groups covered to include political beliefs and gender identity.

AD85 Discrimination, Harassment, Sexual Harassment, and Related Inappropriate Conduct (<http://guru.psu.edu/policies/AD85.html>) – The policy defines harassment and protects employees from harassment in any form. This policy builds on HR01 and AD29 and expands the protections to include the following groups: service in the uniformed services (as defined in state and federal law), marital or family status, pregnancy, pregnancy-related conditions, and genetic information.

HR11 Affirmative Action at the Pennsylvania State University (<http://guru.psu.edu/policies/OHR/hr11.html>) - The intent of this policy is to prohibit discrimination (including sexual harassment) and to promote the full realization of equal employment opportunity through a continuing affirmative program in each administrative unit

HR79 Staff Grievance Procedure (<http://guru.psu.edu/policies/OHR/hr79.html>) - The purpose is to define the procedure for regular staff employees to appeal the alleged or perceived violations of their rights under the University's published rules and regulations.

Outreach and Online Education Diversity Standards

The Outreach and Online Education has additional emphasis on diversity. The Outreach and Online Education Diversity Value statement is: "Outreach is an organization where the individual differences that exist among our co-workers and peers, and the students, clients, and communities with whom we work are respected. Outreach serves as an advocate in supporting diverse constituencies through its

services and programming by advancing and protecting important diversity related topics and initiatives. It is through our differences that we gain a variety of perspectives and abilities that enhance our lives and benefit the common good.”

The Outreach and Online Education Diversity Council meets regularly. A member of the PSPM management team serves on the Outreach and Online Education Diversity Council. Many diversity events are held through the year for employees at Outreach locations.

PSPM Diversity Goals

PSPM is committed to the diversity goals established by both the University and Outreach and Online Education.

Hiring policies of the University and Outreach and Online Education ensure that applicant pools contain a diverse population.

The WPSU Board of Representatives, which is the community advisory board for PSPM, requires the executive committee to give consideration to all diverse communities of the region of service (e.g., geographic, demographic, economic and cultural) in its recommendations of all nominees as future board members.

PSPM offers unique internship opportunities to students of the University. The internships provide meaningful professional level experiences. The University and Outreach and Online Education human resources policies govern the intern-candidate pool in a similar manner to the normal hiring practices of the University.