

MERCER COUNTY COMMUNITY COLLEGE
LICENSEE for WWFM/WWNJ/WWCJ/WWPJ
EEO Public Inspection File Report

This report covers full-time vacancy recruitment and community outreach data for the period:

February 1, 2010 – February 1, 2011

Employment Unit: Trenton, New Jersey

Unit Members (Stations and Communities of License): WWFM, Trenton, New Jersey;
WWNJ, Toms River Township, New Jersey; WWCJ, Cape May, New Jersey;
WWPJ, Pen Argyl, Pennsylvania

EEO Contact:

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Full-Time Vacancies filled in the Employment Unit: - 2 (two)

WWFM Development Producer

WWFM Development Officer

Recruitment Sources: newspaper, CPB website, MCCC website, HigherEdJobs.com

Total Number of Interviews for each Vacancy:

WWFM Development Producer – 2 interviews: 1 female, 1 male (female hired)

8 total reviewed applicants for Producer position: 5 male, 2 female, 1 minority

WWFM Development Officer – 4 interviews completed, 6 interviews scheduled: 3 male and 3 female, 2 minorities (male Caucasian hired)

18 total reviewed applicants for Officer position: 12 male, 6 female, 3 minority

Outreach initiatives during reporting year:

- See compliance initiatives below -

MERCER COUNTY COMMUNITY COLLEGE 2010-2011 ANNUAL EEO REPORT ON-GOING COMPLIANCE INITIATIVES

Mercer County Community College ("College") is the licensee of a non-commercial educational radio station (the "Station") located on the campus of the College in Trenton, New Jersey. The College also serves Toms River Township, New Jersey and Cape May, New Jersey, and Pen Argyl, PA with full-service stations which carry the signal of Station WWFM, Trenton, as well as seven translators which cover parts of New Jersey, Pennsylvania, Delaware, Maryland, and Colorado. The Station employs eight (8) full-time employees. The Station and the College have a long history of commitment to the principle of equal opportunity in employment and continue to be dedicated to its implementation both in the Station's workforce and in the local central New Jersey community through ongoing outreach recruitment policies.

The Station (as well as the College) has adopted, continually reviewed, and adhered to a written anti-discrimination policy:

PROHIBITION AGAINST DISCRIMINATION

Mercer County Community College is committed to equal opportunity and affirmative action. Discrimination on the basis of race, creed, color, national origin, ancestry, age, gender, affectional or sexual orientation, marital status, familial status, liability for service in the Armed Forces of the United States, nationality, political views, religion, disability unrelated to job or program requirements or any other characteristic protected by law is prohibited. The Station (as well as the College) also is committed to eliminating all forms of illegal harassment anywhere in the workplace.

PROHIBITION AGAINST HARASSMENT

- I. Mercer County Community College is committed to an environment in which all individuals are treated with respect and dignity. Each individual has the right to work and learn in a collegial and professional atmosphere that promotes equal opportunities and prohibits discriminatory practices, including harassment. Therefore, the Station expects that all relationships among persons on campus will be mutually respectful, free of bias, prejudice and harassment.
- II. It is the policy of the Station to encourage reporting of all perceived incidents of discrimination or harassment and to investigate such reports. The Station prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.
- III. This Prohibition Against Harassment policy applies to all employees, students, vendors, contractors, visitors, guests and other individuals participating in any event at the Station while they are on college property or are participating in a college-sponsored activity off campus, such as but not limited to, business trips, business meetings, business-related social events, athletic events, student conferences, and any college-sponsored excursion.

IV. Sexual harassment constitutes discrimination and is illegal under federal, state, and local laws. For the purposes of this policy, sexual harassment is defined, as in the Equal Employment Opportunity Commission Guidelines, as unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when, for example:

A. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;

B. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or

C. Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

V. Sexual harassment may include a range of subtle and not so subtle behaviors and may involve individuals of the same or different gender. Depending on the circumstances, these behaviors may include, but are not limited to:

A. Unwanted sexual advances or requests for sexual favors; sexual jokes and innuendo; verbal abuse of a sexual nature; commentary about an individual's body, sexual prowess or sexual deficiencies;

B. Leering, whistling, or touching; insulting or obscene comments or gestures;

C. Display or transmission in the workplace of sexually suggestive objects or pictures; and other physical, verbal, or visual conduct of a sexual nature.

VI. Harassment on the basis of any other protected characteristic is also strictly prohibited.

Under this policy, harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his/her race, creed, color, national origin, ancestry, age, sex, affectional or sexual orientation, marital status, familial status, liability for service in the Armed Forces of the United States, nationality or disability or any other characteristic protected by law or that of his/her relatives, friends or associates, and that:

A. Has the purpose or effect of creating an intimidating, hostile, or offensive work or academic environment;

B. Has the purpose or effect of unreasonably interfering with an individual's work or academic performance; or

C. Otherwise adversely affects an individual's employment or educational opportunities.

Harassing conduct includes, but is not limited to: epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; denigrating jokes; and written or graphic material that denigrates or shows hostility or aversion toward an individual or group and that is placed on walls, or elsewhere on campus, circulated in the workplace or transmitted electronically.

These non-discrimination and anti-harassment policies are posted on employee bulletin boards.

The College ensures uniform adherence to these non-discrimination policies through annual on-site EEO seminar training for all full-time and part-time employees through training in employment law at the Mercer County Community College Discrimination and Harassment Workshop. Station employees participate in EEO Workshop sponsored by the College. The Station has in place an operational community outreach program that has been utilized in filling all part-time vacancies. This program includes on-air vacancy announcements. This outreach announcement provides:

"WWFM is dedicated to equal employment opportunities in broadcasting. We want all persons who are qualified to know about and apply for all of the job openings that stations have available. If you belong to or know of any Community Groups that help people find jobs, we want to know about them, so that when a job opening comes up at this station we can notify that group, and the Community Group can notify all of its members who would like to know about and apply for jobs in radio. Please tell these organizations to contact WWFM at 609-587-8989 to be placed on the job opportunity employment listing service. This job listing service is a Free Equal Employment Opportunities Outreach program in association with this station and the New Jersey Broadcasters Association. Remember to contact WWFM at 609-587-8989 if your community group would like to be notified of any job openings at WWFM The Classical Network."

In addition, the Station notifies employment outreach organizations such as the New Jersey Department of Labor job website, New Jersey Higher Education Recruitment Center website, the Higher Ed.Jobs.com website and the New Jersey Broadcaster's Association job bank website. The Station also uses the College list of over 100 community organizations, state employment agencies, and educational institutions throughout New Jersey and New York.

The College, as the Station's licensee, regularly holds job fairs on the campus of the College. As part of the Station's program of radio career promotion, the Station offers internships for students enrolled in the College. The Station also offers tours on an ad hoc basis to community and educational groups. Tours have included local Boy Scouts and Girl Scout troops. In addition to the intern program, full-time Station employees serve as mentors to develop entry-level employees into experienced professionals who are prepared for careers in radio broadcasting.

The Station and the College are committed to the recruitment of minorities and women and will continue to have in place an intensive community outreach program.