



a community service of CSU Monterey Bay

FISCAL YEAR 2020 DIVERSITY STATEMENT

BACKGROUND

KAZU 90.3 FM is licensed to the University Corporation at Monterey Bay (Corporation), an auxiliary organization of California State University Monterey Bay (CSUMB). The Corporation is a registered 501(c)(3) nonprofit, and provides KAZU accounting and administrative support services.

On behalf of KAZU, the Corporation also processes the station's annual community service grant from the Corporation for Public Broadcasting.

DIVERSITY VISION

The California State University (CSU) is committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect. The Corporation and KAZU are fully integrated into CSUMB and follow CSU's commitment to diversity.

KAZU embraces and encourages our community differences with respect to Age, Disability, Race or Ethnicity, Gender, Gender Identity or Expression, Nationality, Religion, Sexual Orientation, Genetic Information, Veteran or Military Status as well as other characteristics that make our community unique. All individuals have the right to participate fully in CSU programs and activities free from Discrimination, Harassment, and Retaliation.

CSU and KAZU prohibit Harassment of any kind, including Sexual Harassment. This includes Sexual Misconduct, Dating and Domestic Violence, and Stalking. Such behavior violates University policy and may be in violation of state or federal law.

KAZU's staff adheres to the highest standards of journalism and quality of technical audio communication at all times. The station's primary goal remains to engage the intelligence, curiosity and imagination of its listeners as well as to gain their respect and trust by broadcasting the best in non-commercial public radio. In this manner KAZU's News Department continuously seeks out diverse sources and topics reflecting our community's diversity.

As a public radio station, KAZU reflects the diversity of the Monterey Bay Area both in staffing and on-air programming. KAZU provide a workplace that values mutual respect, professional growth, and cultural diversity and remains an Equal Opportunity Employer. The station's most-recent EEO Public File report can be found at kazu.org/eo.

Reviewed 2020