

EEO PUBLIC FILE REPORT

FOR

WUAL-FM

TUSCALOOSA, ALABAMA

Attached EEO Public File Report
Cover the Period
December 1, 2024 to November 30, 2025

**This EEO Public File Report is filed in the public inspection files for station WUAL-FM
pursuant to Section 73.2080(c)(6) of the Federal Community Commission Rules.**

Equal Employment Opportunity Public File Report

WUAL-FM **TUSCALOOSA, ALABAMA**

Recruitment Activity Summary
December 1, 2024 - November 30, 2025

This EEO Public File Report is filed in the public inspection files of the Station pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies **1**

During the period ending on November 30, 2025, the Stations filled the following full-time vacancies: **1 - Producer**

2. Total Interviewees for Full-Time Vacancies **7**

3. Recruitment Sources

The stations have an Equal Opportunity Program and Job Program for use in filling vacancies and making other employment decisions. It is our policy to provide equal opportunity to all qualified individuals without regard to race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

The following are the recruitment sources used during the period covered by this report and the cumulative number of interviewees referred by each:

Recruitment Source	Total Number of Applicants
Broadcast & Cable Magazine	
University of Alabama Job Site	18
CPB.org	
Current Magazine	
Monster.com	
Public Radio Association of Development Officers (PRADO listserv)	
Newslink	
Facebook/Twitter	
RTNDA	
Local and State Ad Fed Organizations	
National Association of Black Journalists	
LinkedIn	
Alabama Broadcasters Association	
Facebook	
Twitter	
Society of Professional Journalists	
Historically Black Colleges; see attachment for full details	

Newslink (public radio listserv)	
PRCA	

4. Supplemental Information

Exhibit A contains the following information for each full-time vacancy:

- * The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- * The recruitment source that referred the hire for each full-time vacancy;
- * The total number of persons interviewed for each full-time vacancy; and,
- * The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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If you have questions concerning this Report, contact: Michael Bruce, Director of the Center for Public Television and Radio, University of Alabama, Box 870150, Tuscaloosa, Alabama 35487

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Producer

Recruitment Source that Referred the Hiree: UA

Online Job Site Total Number of Applicants for the Vacancy: 18

Total Number of persons interviewed for the Vacancy: 7

Recruitment Sources Used to Fill the Vacancy

Recruitment Source (Name, Address, Contact Person, Telephone Number)	Total Number of Applicants / Interviewees Referred by the Source for the Vacancy	Did The Source Request Notification?
Stations' Internet Web Site Employment Sections University of Alabama Employment Job Site Contact Person: Emily Marbutt, Sr. Human Resource Manager, HR Service Center Manager, University of Alabama Department of Human Resources – 205-348- 7733 – Box 870174 – 1013 Human Resource Administration- 1670 Ruby Tyler Parkway Tuscaloosa, AL 35404	18 Applicants 7 Interviewed	N/A
LinkedIn	0	N/A
Facebook/Twitter	----	No
Historically Black Colleges; see attachment for full details	----	No
Monster.com		No
Local Radio Stations		No

EXHIBIT B

SUPPLEMENTAL INITIATIVE DESCRIPTION FORM

Year: 2024/2025

Initiative Title: Student Internship

Description of Initiative:

WUAL-FM is operated in conjunction with the University's College of Communication and Information Sciences. Throughout the period of this report, WUAL-FM maintained internship programs to assist students in acquiring broadcast skills.

WUAL-FM has offered internships in reporting for broadcast, digital content production, and video documentary projects. Thirty student interns received 8,990 hours of hands-on student experience at Alabama Public Radio. News interns report daily for Morning Edition, creating recurring digital series like StoryCorps, Don Noble's Book Reviews, promos, and other broadcast programs. Documentary students completed 22 short documentaries for digital around the state of Alabama. Social media interns helped provide and publish year-round social media content for the station.

Year: 2024/2025

Initiative Title: Community Outreach to Schools, Colleges, and Organizations

Description of Initiative:

Station staff participate in educational events and make presentations about their careers year-round in secondary and post-secondary classrooms.

Year: 2024/2025

Initiative Title: Station Visits

Description of Initiative:

The station hosted visits to our studio by various community and school/college groups. Over 1000 elementary, high school and potential college students were given tours of the station and taught about the careers available here.

Year: 2024/2025

Initiative Title: Employee Training / University Policies

Description of Initiative: New Employee training, in-service training, and Web based information regarding University of Alabama's EEO efforts.

The University implements its Harassment Policy through preventive education and training and through procedures for investigating and resolving claims of harassment. Professional staff and students are required to participate in training programs which are offered by a variety of departments and divisions, including the Department of Human Resources.

Professional staff has access to professional training throughout the year through the University of Alabama. Staff is encouraged to attend and participate in workshops, seminars, and conferences of National Public Radio, Radio and Television News Directors Association, Society of Professional Journalists, National Association of Broadcasters, Association of Music Personnel in Public Radio, Alabama Broadcaster's Association and the Public Radio News Directors Association.

All full-time news staff are also editors and training personnel for our student workers. Students work both professionally and for credit in a variety of settings including news writing and reporting, feature writing and reporting, production techniques, office management, public relations and marketing.

Equal Opportunity, Non-Discrimination, and Affirmative Action Policy Statement

PURPOSE:

The University of Alabama (UA) is committed to compliance with all applicable laws regarding the concept and practice of equal opportunity, non-discrimination (including anti-retaliation and reasonable accommodation) and affirmative action in all aspects of its employment practices and educational programs and activities.

Policy

UA provides equal opportunity in education and employment for all qualified persons regardless of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy, age, genetic or family medical history information, disability, protected veteran status, or any other legally protected basis. UA makes employment decisions based only on valid job-related requirements. UA does not discriminate on the basis of a physical or mental disability or an individual's status as a protected veteran with regard to application for employment or any terms and conditions of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job.

Non-discrimination Notice

UA complies with applicable laws prohibiting protected class discrimination or harassment and related retaliation, including but not limited to Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Executive Order 11246, Title IX of the Education Amendments of 1972 and applicable regulations, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Adjustment Assistance Act, as amended by the Jobs for Veterans Act of 2002 (VEVRAA), the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), the Age Discrimination Act of 1975, the Americans with Disabilities Act (ADA) of 1990, the ADA Amendments Act of 2008, the Family and Medical Leave Act, and the Genetic Information Nondiscrimination Act of 2008. Consistent with those laws and UA's Title IX and Sexual Misconduct Policy, Harassment Policy, and other policies, UA prohibits discrimination on the basis of genetic or family medical history information, race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy, age, disability, protected veteran status, or any other legally protected basis in admission or access to, or treatment of employment in, its programs and services. These prohibitions against discrimination apply to recruitment, application, selection, hiring, appointment, transfer, demotion, promotion, tenure, job assignments, classification, compensation, benefits, leaves of absence, sick leave or any other leaves, job training and development, tuition assistance, participation in UA-sponsored educational, social, and recreational programs, discharge, layoff, and/or any other term, condition or privilege of employment. Inquiries or concerns related to protected class discrimination or harassment, sexual misconduct, or related retaliation may be directed to Beth Howard, Executive Director of Equal Opportunity and Title IX Programs, 2418 Capital Hall, Box 870259, Tuscaloosa, AL 35487-0300, (205) 348-5496 (Voice), (205) 348-5573 (TDD), gbhoward@ua.edu.

Non-discrimination in Health Care Programs/Activities

UA also complies with Section 1557 of the Affordable Care Act, which prohibits discrimination on the basis of race, color, national origin, sex, age, or disability in certain University health care programs and activities and UA's group health plans and wellness programs. Additional information and contact information for inquiries and concerns related to compliance with Section 1557 is available on the [**University's Affordable Care Act \(ACA\) Section 1557 Non-discrimination Notice website.**](#)

Anti-Retaliation

Retaliation is any action that a reasonable person would expect to have the effect of intimidating, threatening, coercing, or discriminating against a person for engaging in a legally protected activity, such as alleging Prohibited Conduct, harassment, or illegal discrimination; filing a complaint; assisting or participating in an investigation of such complaint; refusing to participate in any manner in an investigation, hearing, or other proceeding; opposing an allegation of Prohibited Conduct; or advocating for others' rights pursuant to this Policy or applicable law.

This Policy prohibits retaliation in the form of harassment, intimidation, threats, or coercion, or in the form of any materially adverse harm that would dissuade a reasonable student, employee, or third party from filing a complaint or participating in a Prohibited Conduct related investigation.

Disciplinary action separate from the original report of legally protected class harassment or discrimination may be taken based on a finding of responsibility for retaliation. An individual is protected from retaliation regardless of the validity or reasonableness of the original allegation of harassment or discrimination and when there is a finding of not responsible based on the allegations in the original report of harassment or discrimination.

Examples of retaliatory actions could include unjustified discipline, suspension, demotion, or termination in the employment context; lowering a grade or dismissing a student from a program; or maliciously and purposefully interfering with, threatening, or damaging the academic or professional career of another individual before, during, or after the investigation and resolution of a report of conduct prohibited by this Policy.

The following actions do not constitute retaliation:

- Initiating a Code of Student Conduct charge or employee investigation/action against an individual for making a materially false statement in bad faith with regard to making a report or in the course of an investigation or proceeding, provided a determination regarding responsibility, alone, is not sufficient to conclude that any party has made a materially false statement in bad faith;
- The exercise of rights protected under the First Amendment (except that speech that amounts to intimidation, threats, or coercion for the purpose of chilling the exercise of a person's rights under this Policy is not protected);
- Mutual restrictions on contact between the parties;
- Advising the parties and participants in any proceeding of the consequences of making false statements;

- Warning the parties and witnesses that retaliation is prohibited and informing the parties and witnesses of the consequences of retaliating against another for exercising their rights;
- Warning the parties not to discuss or disseminate the allegations in a manner that constitutes retaliation or unlawful tortious conduct.

Affirmative Action Program

To further ensure UA's commitment to equal employment opportunity, UA, as a federal contractor, maintains an affirmative action program in accordance with applicable laws, regulations, executive orders, and government directives. UA has taken and will continue to take, consistent with applicable laws, affirmative action to recruit, employ, advance and not discriminate against qualified women, racial and ethnic minorities, qualified individuals with disabilities, and protected veterans. UA's affirmative action program applies only to the employment context and should not be applied to any other UA program or activity. Further, UA's affirmative action program should not be construed as a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that person's race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy, age, genetic or family medical history information, disability, protected veteran status, or any other legally protected basis.

Affirmative Action Plan

As part of UA's affirmative action program, UA prepares annual affirmative action plans (AAPs) for women and minorities and for protected veterans and individuals with disabilities. Those plans are available for inspection upon request and during regular business hours in the Office of Equal Opportunity and Title IX Programs located on campus in 2418 Capital Hall, (205) 348-5496 (Voice), (205) 348-5573 (TDD).

Voluntary Self-Identification

To gather data necessary to report data and perform analysis required by applicable law in its AAPs, UA invites: (i) job applicants to voluntarily self-identify their race, ethnicity, gender, disability status or protected veteran status at the pre-offer stage of the hiring process; (ii) job applicants to voluntarily self-identify their disability or veteran status at the post-offer stage of the hiring process; and (iii) employees to voluntarily self-identify their disability or protected veteran status post-employment. Employees are also periodically reminded of the invitation to self-identify. Voluntary self-identification forms can be found on the Employee tab in MyBama. The information is requested on a voluntary basis and will be used and kept confidential in accordance with Federal law. Refusal to provide this information will not subject any applicant or employee to any adverse treatment. The information is used solely for affirmative action purposes; therefore, individuals who self-identify as having a disability who also require reasonable accommodations to apply or to perform the essential functions of their job must follow UA's Applicant or Employee Procedures for Reasonable Accommodations accessible on [Human Resources' Americans with Disabilities Act website](#).

Reasonable Accommodations:

Disability: The University makes reasonable accommodations to the known physical or mental impairments of an applicant or employee who is a qualified individual with a disability or is a qualified disabled veteran, unless such accommodations would impose an undue administrative or financial hardship on the operation of UA's business or fundamentally alter UA's program and services. Consistent with its **Employee Reasonable Accommodations Policy**, UA will not deny employment opportunities based on its need to make a reasonable accommodation to such an individual's physical or mental impairment. However, an employee must be able to perform the essential functions of the job, with or without an accommodation. Additional information about UA's commitment to individuals with disabilities, the provision of reasonable accommodations, and information regarding procedures for requesting reasonable accommodations through the **Human Resources ADA Coordinator** is available on **Human Resources' Americans with Disabilities Act website**.

Pregnancy: Consistent with its **Pregnancy Recovery Leave Policy** (for staff) and UA's **Faculty Handbook** covering Maternity Leave (for faculty), eligible faculty and staff who are pregnant or have pregnancy-related conditions may be reasonably accommodated, including approved time off.

Religious Beliefs: The University also provides reasonable accommodations for sincerely held religious beliefs or practices of employees or applicants, unless doing so would create an undue hardship on the conduct of UA's business or operations, resulting in more than a minimal cost to the operations of UA's business. Religious Accommodation Request Forms and Procedures for employees and applicants are available on **Human Resources' Reasonable Accommodation website**.

Responsibility for Implementation

The University President and other senior executive officers have the ultimate responsibility for implementing UA's Equal Opportunity Policy and Affirmative Action Programs. The President, Dr. Stuart Bell, has reviewed and fully supports this policy. His annual **reaffirmation memorandum** reiterates his endorsement and urges every employee to comply with this Policy. Beth Howard, Executive Director of Equal Opportunity and Title IX Programs, has been designated to oversee implementation of the University's equal opportunity and affirmative action programs. Howard is responsible for reviewing and updating annually UA's affirmative action programs and implementing an auditing and reporting system that a) measures the effectiveness of UA's affirmative action program; b) indicates the need for remedial action; c) determines the degree to which UA's objectives have been attained; d) determines whether minorities, women, known individuals with disabilities, and/or protected veterans have had the opportunity to participate in UA-sponsored educational, training, recreational and social activities; e) measures UA's compliance with its affirmative action program's specific obligations; and f) documents actions to comply with applicable federal regulations. Howard is assisted in these audit and reporting duties by multiple campus partners.

Scope: This policy applies to students, faculty, staff, contractors, and volunteers.

Administrative Division: Academic Affairs

Unit: Office of Equal Opportunity and Title IX Programs

Effective Date: 5/31/2017

Contact: Beth Howard, Executive Director, 205-348-5496, gbhoward@ua.edu

Revision Date: 10/30/23

Reaffirmation of Equal Opportunity, Nondiscrimination, and Affirmative Action Policy Statement

The University of Alabama annually reaffirms its full commitment to equal opportunity and non-discrimination, including the policies and procedures that prohibit discrimination and unlawful harassment throughout our campus community.

I pledge my personal commitment to uphold the values expressed in this declaration, as well as to equal opportunity and nondiscrimination in all employment-related decisions. I trust all of you will join me in this pledge.

Please review the **Equal Opportunity and Non-Discrimination Policy**. This policy, as well as other policies and information related to equal opportunity and unlawful discrimination in employment and education is available on the **Office of Equal Opportunity and Title IX Programs** website and the **Human Resources** website. If you have any questions, I encourage you to contact the **Office of Equal Opportunity and Title IX Programs**. The Director of Equal Opportunity Programs, Marques Evans, can be reached at (205) 348-5496 or eop@ua.edu.

Stuart R. Bell
President

Historically Black Colleges and Universities In Alabama

Alabama A&M University Human Resources Melvin Bowers Salary and Wage Manager PO Box 305 Normal, Alabama 35762 256-372-5835 http://www.aamu.edu	Alabama State University Mrs. Beverly Rudolph Assistant Director Personnel and Human Relation 915 South Jackson Street Montgomery, AL 36101 (334)229-4667 http://www.alasu.edu	Bishop State Community College Marcella Sims Director of Human Resources 351 North Broad Street Mobile, Alabama 36603 (334) 690-6801 http://www.bscc.cc.al.us
Concordia College Evelyn Pickens Director of Placement 1804 Green Street Selma, Alabama 36701 334-874-5700 x171 http://www.concordiaselma.edu	J.F. Drake State Technical College Rebecca Hamrick 3421 Meridian Street, North Huntsville, Alabama 35811 256-551-3154 hamrickr@dstc.cc.al.us http://www.dstc.cc.al.us	Lawson State Community College Mrs. Vergie B. Spears Manager, Payroll and Personnel 3060 Wilson Road SW Birmingham, AL 35221 205-929-6313 http://www.lawsonstate.edu
Miles College Human Resource Odessa Usher 5500 Myron-Massey Boulevard Fairfield, Alabama 35064 205-929-1440 http://www.miles.edu	Oakwood College Human Resource Sylvia Germany 7000 Adventist Boulevard Huntsville, Alabama 35896 256-726-7273 http://www.oakwood.edu	Selma University Rev. George Davis, V.P.A.A. 1501 Lapsley Street Selma, AL 36701 334-872-2533 selmau@bellsouth.net
Shelton State Community College Human Resource Johnny F. Parker, Director 9500 Old Greensboro Road Tuscaloosa, Alabama 35405 205-391-2272 http://www.sheltonstate.edu	Stillman College Human Resources Department Patricia Wilson 3600 Stillman Blvd Tuscaloosa, AL 35401 205-247-8152 mpwilson@stillman.edu http://www.stillman.edu	Talladega College Brenda Rhoden Human Resource Director 627 West Battle Street Talladega, Alabama 35160 256-761-6204 http://www.talladega.edu
Trenholm State Technical College Human Resource Antoinette Jones 1225 Air Base Boulevard Montgomery, Alabama 36108 334-420-4250 or 334-420-4218 http://www.trenholmtech.cc.al.us	Tuskegee University Human Resource 102 Old Administration Building Tuskegee, Alabama 36088 334-727-8510 http://www.tusk.edu	