

RGV Educational Broadcasting, Inc.

KMBH-TV60 / KMBH-DT38 / Public Radio 88 FM-HD (KMBH-FM 88.9 / KHID-FM 88.1)

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www.kmbh.org

It's all about education!

POLICIES ON EEO FILES

In fulfillment of Section 396(k)(11) of the Communications Act regarding Equal Employment Opportunity matters, RGV Educational Broadcasting Inc. establishes the following policies and procedures.

1. The station will certify to the Corporation for Public Broadcasting that the station complies with the Commission's regulations concerning EEO s published under section 7, 080 of title 47, Code of Federal Regulations.
2. The station will submit to CPB the EEO reports as required by CPB's procedures and requirements.
3. Copies of those reports will be made available to the public on the web site of the Corporation and at the station building, Public Inspection Files section.
4. A copy of the entire section of the CPB's requirements for station grant recipients will be included in the corresponding section of the public inspection files.
5. A standard statement of the station on the federal EEO rules is hereby adopted as the expression of the EEO central policy of RGV Educational Broadcasting, Inc.
6. This statement will be made public by the station on all of the stationary related to hiring processes, will be consistently broadcast on a random schedule to make it clear that our Corporation maintains EEO rules, will be permanently shown on the "Job openings" section of our web site.
7. This statement will clearly appear on the Personnel Manual of the Corporation and will become a part of the standard orientation for new hires.
8. The EEO policies will be a consistent part of the agenda at weekly staff meetings on a random basis and it will be the main subject of safety matters where EEO procedures and rules have special relevance, i. e., discrimination, harassment on the basis of age, sex, disabilities, etc.

These policies were adopted by the Board of Directors in 1985 and revised in 2002.