

El Paso Public Television Foundation/KCOS-TV  
Diversity Policy and Goals

It is the policy of KCOS-TV to provide equal opportunity in employment and a dynamic work environment in which all employees are treated with respect and dignity.

- KCOS-TV is an equal opportunity employer and will attempt to recruit a diverse work force and explicitly forbid discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability and marital status.
- KCOS-TV strives to create and foster a supportive environment in which all individuals can be successful and reach his or her full potential within the organization.
- KCOS-TV strives to ensure that employees and board members are recruited from a pool of diverse candidates.
- KCOS-TV management will strive to intentionally include diverse candidates when seeking application for employment positions. The human resources department will contact job centers and/or employment agencies located in the area. The goal of this process will be to create a workforce that closely resembles the composition of the viewing area.

Boards

**Board of Directors:** The Chair shall seek counsel regarding selection of a pool of potential Board members from at least two community service agencies in the viewing area, in order to enhance the diversity within the board. The goal of this process will be to create a board that closely resembles the makeup of the viewing area.

**Community Advisory Board:** The community advisory board of KCOS-TV provides feedback and general advice to the station as it relates to the overall service to the region. By reviewing potential programs and station initiatives, the committee serves as a connection between the station and the communities it serves. The station will broadcast a message on its primary television channel on a regular basis encouraging people of different backgrounds to consider joining the Community Advisory Board in order to also create an advisory board that closely resembles the general viewing audience.

***EEO Policy:***

*KCOS provides equal employment opportunity to all applicants and employees without regard to age, sex, color, race, creed, national origin, religion, marital status, veteran status, disability, genetic background or other protected groups under state or federal law.*

