

EEO PUBLIC FILE REPORTS
FOR
WVUA / WUOA-CD
TUSCALOOSA, ALABAMA

Attached EEO Public File Report
Cover the Period
December 1, 2015 to November 30, 2016

*** Pursuant to the FCC's Public Notice, DA 03-1046, released March 31, 2003, March 10, 2003 was the effective date of the new rules.**

Equal Employment Opportunity Public File Report

WVUA / WUOA-CD TUSCALOOSA, ALABAMA

*Recruitment Activity Summary
December 1, 2015-November 30, 2016*

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 (4)

During the period ending on November 30, 2015, the Stations filled the following full-time vacancies:

TV Producer/Anchor Sports
Editorial Content Manager
TV Studio Ops -Master Control Operator
Account Specialist

2. Total Interviewees for Full-Time Vacancies

The stations reviewed 103 applications and interviewed 10 qualified applicants for all reportable full-time vacancies during the period covered in this report.

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
Alabama Broadcasters Association List Serve	
University of Alabama Job Site	103*
Monster.com	

LinkedIn	
Mandy.com	
WVUA Facebook and Twitter pages	
TVjobs.com	
National Assoc. of Black Journalist	
Society of Professional Journalists	
TV Technology	
Historically Black Colleges; see attachment for full details	
*Note: As applications are entered on line, even if a walk-in applicant, & as applicants are not required to respond as to source of awareness of the opening.	

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 hiree 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.

* * * * *

If you have questions concerning this Report, contact: Elizabeth Brock*.

* Management level staff member

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: TV Producer/Anchor Sports
Recruitment Source that Referred the Hire: UA Job site
Total Number of Applicants for the Vacancy: 13
Total Number of persons interviewed for the Vacancy: 1

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: Diane Craig, Service Center Manager, University of Alabama Department of Human Resources – 205-348-7733 – Box 870364 – G -69 Rose Administration Building, Tuscaloosa, Alabama 35487	13 Applicants 1 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 A

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: TV Studio Ops Assoc. Master Control
Recruitment Source that Referred the Hire: UA Job Site
Total Number of Applicants for the Vacancy: 10
Total Number of persons interviewed for the Vacancy: 1

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: Diane Craig, Service Center Manager, University of Alabama Department of Human Resources – 205-348-7733 – Box 870364 – G -69 Rose Administration Building, Tuscaloosa, Alabama 35487	10 Applicants 1 Interviewed	N/A
Monster.com	0	N/A
Facebook/Twitter	-----	No
Historically Black Colleges; see attachment for full details	----	No
TVJobs.com		No
Alabama Broadcasters Association		No
JournalismJobs.com		No
LinkedIn		No

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Editorial Content Manager
Recruitment Source that Referred the Hire: UA Job Site
Total Number of Applicants for the Vacancy: 7
Total Number of persons interviewed for the Vacancy: 1

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: Diane Craig, Service Center Manager, University of Alabama Department of Human Resources – 205-348-7733 – Box 870364 – G -69 Rose Administration Building, Tuscaloosa, Alabama 35487	7 Applicants 1 Interviewed	N/A
Facebook/Twitter	-----	No
Historically Black Colleges; see attachment for full details		No
NABJ		No
Monster.com		No
TVjobs.com		No
Alabama Broadcaster's Association		No
LinkedIn		No

EXHIBIT A

FULL-TIME VACANCY EEO INFORMATION

Job Title of Vacancy: Account Specialist
Recruitment Source that Referred the Hiree: UA Job Site
Total Number of Applicants for the Vacancy: 73
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: Diane Craig, Service Center Manager, University of Alabama Department of Human Resources – 205-348-7733 – Box 870364 – G -69 Rose Administration Building, Tuscaloosa, Alabama 35487	73 Applicants 7 Interviewed	N/A
Monster.com		No
Historically Black Colleges; see attachment for full details		No
TVjobs.com		No
Society of Broadcast Engineers		No
Alabama Broadcasters Association		No

EXHIBIT B

SUPPLEMENTAL INITIATIVE DESCRIPTION FORM

WVUA / WUOA-CD is a commercial television station owned and operated by The University of Alabama, College of Communication and Information Sciences as a laboratory for students and an advanced training center for those seeking employment in the broadcast industry. The College and WVUA / WUOA-CD participate in numerous outreach activities on a daily basis, designed to educate and inform members of the community and the student community about careers in broadcasting. WVUA / WUOA-CD prepares students by providing the skills necessary for them to obtain employment in the broadcasting field upon graduation.

Year: 2015/2016

Initiative Title: WVUA-CA / WUOA Internship Programs

Description of Initiative:

The University of Alabama owns and operates WVUA and WVUA-CD through its College of Communication and Information Sciences.

Throughout the period of this report, WVUA and WVUA-CD maintained paid and un-paid internship programs to assist students in acquiring broadcast television skills.

WVUA and WVUA-CD have established internships in the following areas:

- Creative Services, News, Sports, Production, Promotion and Graphic Arts, and Sales and Marketing.
- During this period, the station served 190+ students through internships that provided students with 654 weekly hours of hands-on experience
- Interns primarily come from the University of Alabama, but we also encourage interns from Stillman College (1), Shelton State Community College (1), and Mississippi State University (3) to participate in the Creative Services, News, Production, and Sales departments.
- Most internships at the stations are without pay and an unpaid internship applicant must be currently enrolled in an accredited institute of higher learning and must be eligible to receive academic credit for the internship.
- The station also provides paid internships for students seeking to move into the broadcasting field.

Year: 2016

Initiative Title: University of Alabama Work/Study Career Fair

Description of Initiative:

August 2016 station staff attended the University of Alabama Work Study Career Fair to inform students about job openings at WVUA and WVUA-CD.

Year: 2015/2016

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

Description of Initiative:

Station staff members participate in educational events and make presentations about their careers year-round. The following are some of the activities in which they participated:

The College of Information and Sciences Career exhibit as well as classroom talks at the University of Alabama.

Year: 2015/2016

Initiative: Community Service to Citizens/City of Tuscaloosa

Description of Initiative: Provide community service to citizens of Tuscaloosa and surrounding communities by daily local newscasts and televising local events such as the Christmas parade and local charitable events.

Year: 2015/2016

Initiative Title: WVUA\ / WVUA-CD Training and Mentoring Program

Description of Initiative: The management and professional staff at WVUA and WVUA-CD mentor and train both students and employees in all aspects of the television station operation. As these students and employees advance in their skills, thanks to this daily mentoring, they are allowed to grow beyond their current positions. This has allowed many of our students to move from the paid student intern program into a regular paid professional position at the station and many unpaid student interns to move into the paid intern program.

Special Note:

Educating the public about broadcasting, the work done by broadcasters, and how to pursue a career in broadcasting, is a priority here at WVUA and WVUA-CD simply because of our mission as an educational institution. From teaching children about severe weather safety and how they can become meteorologists, to providing behind-the-scenes tours of our facility and explaining broadcasting careers, here is an example of the work done by staff members:

Year: 2015/2016

Initiative Title: “Anchors in the Schools”

Description of Initiative: This off-air effort has news and weather anchors visiting numerous schools to read and share their ideas and thoughts about careers in broadcasting and about the importance of learning to read and obtaining a good education.

Year: 2015/2016

Initiative Title: “WVUA Weather in the Classroom”

Description of Initiative: This initiative allows our meteorologists the opportunity to visit with school children across West Alabama to inform them about the weather and what it takes to be a TV Weathercaster.

Year: 2015/2016

Initiative Title: Station Visits

Description of Initiative: The stations host visits to our studio by various community and school/college groups on a regular basis. The groups include local grade schools, Boy Scout groups, and Girl Scout groups, churches, and civic groups among others. As the students tour the facilities and observe the operations our professional and college student leaders share with them the many career opportunities in broadcasting.

In addition to the above, station management routinely meets with parents and students that are making career and college decisions. As these individuals tour the station they are told about what the station and college does and they are told about the future career opportunities in broadcasting.

WVUA and WVUA-CD average between 15-20 tours a month.

Year: 2015/2016

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.

Professional staff members have access to professional training throughout the year through the University of Alabama. Departmental staff members are encouraged to attend and participate in workshops, seminars, and conferences.

Hiring managers are instructed to review the University of Alabama Web based EEO policies.

Year: 2015/2016

Initiative Title: College of Communication and Information Sciences Scholarship Programs

Description of Initiative: WVUA and WVUA-CD are a part of the College of Communication and Information Sciences at the University of Alabama. The College offers numerous scholarships to students and nine scholarships specific to those students seeking to attend the Department of Journalism and Creative Media. J&CM is the department that the television station is most closely aligned with and where the majority of the students that participate in the paid and unpaid intern programs are registered.

These scholarships allow students that are contemplating going into some form of broadcasting to attend our college and thereby participate in the activities of the station.

Equal Opportunity Policies

The University of Alabama provides equal opportunity in education and employment for all qualified persons regardless of race, color, religion, national origin, sex (which includes sexual orientation, gender identity, and gender expression), age, disability, or veteran status.

Harassment Policy

Title IX

Sexual Misconduct Policy

Child Protection Policy

UA Animal Control Guidelines and Assistance Animal Policy

UAact: Working together to create an ethical community defined by respect and civility

Consensual Romantic Relationship Policy

Pay Transparency Policy Statement

Nondiscrimination Notice

The University of Alabama complies with applicable laws prohibiting discrimination, including 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, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002 (VEVRAA), the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, the ADA Amendments Act of 2008, and the Genetic Information Nondiscrimination Act of 2008 and does not discriminate on the basis of genetic information, race, color, religion, national origin, sex (which includes sexual orientation, gender identity, and gender expression), age, disability or veteran status in admission or access to, or treatment of employment in, its programs and services. Inquiries or concerns regarding The University's Title IX or gender-related compliance may be directed to the University's Title IX Coordinator, Ms. Beth Howard, 152A Rose Administration Building, Box 870114, Tuscaloosa, AL 35487-0114, (205) 348-5496, gbhoward@ua.edu. All other inquiries and concerns may be directed to Dr. Gwendolyn Hood, University Compliance Officer, 171 Rose Administration Building, Box 870300, Tuscaloosa, AL 35487-0300, (205) 348-5855 (Voice), (205) 348-5573 (TDD), ghood@aaln.ua.edu.

Reaffirmation of Equal Opportunity Policy and Nondiscrimination Notice, Compliance with the Americans with Disabilities Act and Vietnam Era Veterans Adjustment Assistance Act, as Amended by the Jobs for Veterans Act of 2002 (VEVRAA) and The University of Alabama Statement on Diversity

September 1, 2015

MEMORANDUM TO: All Faculty, Staff, and Students

FROM: Stuart R. Bell

RE: REAFFIRMATION OF EQUAL OPPORTUNITY POLICY AND NONDISCRIMINATION NOTICE, COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT AND VIETNAM ERA VETERANS ADJUSTMENT ASSISTANCE ACT, AS AMENDED BY THE JOBS FOR VETERANS ACT OF 2002 (VEVRAA), AND THE UNIVERSITY OF ALABAMA STATEMENT ON DIVERSITY

REAFFIRMATION OF EQUAL OPPORTUNITY POLICY

The University annually reaffirms its commitment to equal opportunity, acknowledging publicly its obligation to operate in a constitutional and non-discriminatory fashion, both as an Equal Opportunity Employer and as an Equal Opportunity Educational Institution. This serves as a reminder to all within our community that faculty, staff, and students must conduct themselves in a manner free of unlawful discrimination of any kind in the educational processes and in interactions within the workplace.

As an academic community, our educational mission is enhanced by the robust exchange of ideas that occurs within a diverse and inclusive learning environment, with a diverse student body, faculty and staff. We are dedicated to the pursuit of personal and academic excellence, to advancing the ideals of individual worth and human dignity, and to maintaining a nurturing and respectful learning environment. Individuals who live, work, teach, and study within this community are expected to contribute positively to the environment and to refrain from behaviors which threaten the freedom or respect that every member of our community deserves.

The University of Alabama is committed to compliance with all applicable laws regarding the concept and practice of equal opportunity, nondiscrimination, and affirmative action. The University's programs of affirmative action for women and minorities, for qualified individuals with disabilities, and for protected veterans are available for inspection upon request and during regular business hours in the Office of Equal Opportunity Programs.

NONDISCRIMINATION NOTICE

The University of Alabama complies with applicable laws prohibiting discrimination, including 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, 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 Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, the ADA Amendments Act of 2008, and the Genetic Information Nondiscrimination Act of 2008, and does not discriminate on the basis of genetic information, race, color, religion, national origin, sex (which includes sexual orientation, gender identity, and gender expression), age, disability or protected veteran status in admission or access to, or treatment of employment in, its programs and services. Inquiries or concerns regarding The University's Title IX or gender-related compliance may be directed to the University's Title IX Coordinator, Ms. Beth Howard, 152A Rose Administration Building, Box 870114, Tuscaloosa, AL 35487-0114, (205) 348-5496, gbhoward@ua.edu. All other inquiries and concerns may be directed to Dr. Gwendolyn Hood, University Compliance Officer, 171 Rose Administration Building, Box 870300, Tuscaloosa, AL 35487-0300, (205) 348-5855 (Voice), (205) 348-5573 (TDD), ghood@alan.ua.edu.

COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT

In keeping with its mission and in accordance with the Americans with Disabilities Act (ADA), the ADA Amendments Act of 2008, and other applicable laws, The University of Alabama is committed to providing qualified persons with disabilities an equal opportunity to participate in and benefit from all programs and services offered by the University. Reasonable accommodations for program accessibility and employment are made on an individualized basis. It is the responsibility of persons with disabilities, however, to seek available assistance and make their needs known to the offices identified below. While the University strives to accommodate the needs of individuals with disabilities as fully as possible, reasonable accommodations do not

include measures which fundamentally alter the University's programs and services or which place an undue administrative or financial burden on the University.

EMPLOYEE REQUEST FOR REASONABLE ACCOMMODATION: An employee with a qualifying disability may be entitled to a reasonable accommodation to help perform the essential functions of the job. Reasonable accommodations are determined on a case-by-case basis, and may include acquisition or modifications of equipment or devices; adjustments or modifications of training materials or policies; changes in the physical layout of the work space; or other accommodations that may be reasonable and appropriate. Employees requesting reasonable accommodations should complete the Employee Accommodation Request Form which is available on the Employee tab in MyBama under Employee Services>Disability Information>ADA Accommodation Request, and submit the completed form to the HR ADA Coordinator, Emily Marbutt, at emarbutt@fa.ua.edu. More information for employees and supervisors is available at <http://hr.ua.edu/ada>, or by calling (205) 348-7733.

VOLUNTARY INVITATION TO SELF-IDENTIFY DISABILITY: The University's program of affirmative action invites employees who believe they are individuals with disabilities to identify themselves by completing the online Disability Self-Identification Form which is available on the Employee tab in MyBama under Employee Services > Disability Information. The information disclosed in this form is being requested on a voluntary basis, and will be used and kept confidential in accordance with the ADA. Refusal to provide this information will not subject any employee to any adverse treatment. The information disclosed is used solely for affirmative action purposes; therefore, employees who self-identify as having a disability who also require reasonable accommodations to perform their job must follow the process noted above.

STUDENTS WITH DISABILITIES: The University has designated the Office of Disability Services (ODS) (<http://ods.ua.edu>) as the campus coordinating office for the provision and delivery of services and for recommending reasonable accommodations that ensure the University's programs, services, and activities are accessible to students with qualifying and documented disabilities. Students with qualifying disabilities seeking reasonable accommodations are required to register with ODS. Services for students focus upon providing accommodations and services to help meet University demands, while promoting student responsibility and self-advocacy. The ODS also serves as a resource to faculty members and University departments, assisting them in accommodating the needs of students with disabilities in the classroom and other program settings.

CAMPUS VISITORS: Patrons with disabilities who are participating in University-sponsored programs and activities should make their requests for reasonable accommodations directly to the department or unit sponsoring the program/activity, or to the Office of Equal Opportunity Programs by calling (205) 348-5855 (Voice) or (205) 348-5573 (TDD), or by emailing ghood@alan.ua.edu.

ACCESSIBLE TECHNOLOGY: The University's technology accessibility website (<http://accessibility.ua.edu/>) identifies resources to help employees ensure that information, services, courses, and technology are inclusive and accessible in accordance with applicable law. An individual with a disability who is having difficulty accessing information on a public University of Alabama webpage or other technology should contact Dr. Rachel Thompson at rsthompson2@ua.edu for assistance, or by calling (205) 348-0216.

ACCESSIBLE FACILITIES AND GROUNDS: The University is committed to identifying and removing potential accessibility barriers in its facilities and on its grounds for employees, students, and campus visitors with mobility impairments. To report an ADA accessibility problem on campus, you are encouraged to call the ADA Hotline at 205-348-5882 and leave a message, or send an e-mail to facilities@fa.ua.edu.

ASSISTANCE ANIMALS: A service animal (a dog trained to work or perform tasks for the benefit of an individual with a disability) is generally permitted in most programs and facilities on the UA campus, without registration or approval from the Office of Disability Services (ODS). A University employee may not mandate documentation from an individual with a service animal, and is limited by law to asking only two questions: 1) whether the service animal is required because of a disability; and 2) what work or tasks the animal is trained to perform. Additional information about animals on campus (including in University housing) may be found in the University's Animal Control Guidelines and Assistance Animal Policy or by contacting the ODS (<http://ods.ua.edu>).

ADA COORDINATOR & WEBSITE: Inquiries concerning ADA requirements and compliance may be directed to Dr. Gwendolyn Hood, University Compliance Officer and ADA Coordinator, 171 Rose Administration Building, Box 870300, Tuscaloosa, AL 35487-0300, (205) 348-5855 (Voice), (205) 348-5573 (TDD). Further information about the University's commitment to individuals with disabilities and the provision of reasonable accommodations can be found at <http://eop.ua.edu/disabilities.html>.

COMPLIANCE WITH THE VIETNAM ERA VETERANS' ADJUSTMENT ASSISTANCE ACT, AS AMENDED BY THE JOBS FOR VETERANS ACT OF 2002 (VEVRAA)

In keeping with its mission and in accordance with the Vietnam Era Veterans' Adjustment Assistance Act, as amended by the Jobs for Veterans Act of 2002 (VEVRAA), and other applicable laws, The University of Alabama is committed to providing persons who are protected veterans an equal opportunity to participate in and benefit from all programs and services offered by the University, and is committed to compliance with affirmative action laws related to protected veterans. It is the policy of The University of Alabama not to discriminate against an individual's status as a protected veteran in regard to recruitment or advertising, hiring, training, promotion, and other terms and conditions of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job.

DISABLED VETERAN'S REQUEST FOR ACCOMMODATION: Protected veterans who are disabled are invited to identify reasonable accommodations the University could make that would enable the employee to perform the essential functions of the job, including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provision of personal assistance services or other accommodations. Disabled veterans requesting reasonable accommodations should complete the Employee Accommodation Request Form which is available on the Employee tab in MyBama under Employee Services >Disability Information >ADA Accommodation Request, and submit the completed form to the HR ADA Coordinator, Emily Marbutt, at emarbutt@fa.ua.edu.

VOLUNTARY INVITATION TO SELF-IDENTIFY PROTECTED VETERAN STATUS: As a Government contractor subject to VEVRAA, the University is required to submit a report to the United States Department of Labor each year identifying the number of its employees belonging

to each specified “protected veteran” category. In compliance with this mandate, the University invites employees who believe they are protected veterans to identify themselves by completing the Veterans Self-Identification Form which is available on the Employee tab in MyBama under Employee Services. Submission of this information is voluntary and refusal to provide it will not subject an employee to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended.

THE UNIVERSITY OF ALABAMA STATEMENT ON DIVERSITY

The work of The University of Alabama is of critical importance to our state, nation, and world. Each day our students, faculty, staff, and administrators touch lives through their amazing work in and out of the classroom. Guiding our work is a set of core values. They include but are not limited to creating an environment that fosters integrity, respect, trust, openness, exceptional performance, and accountability. We work to create an environment that encourages each individual to realize their full potential as we embrace their differences.

The mission of The University of Alabama is to advance the intellectual and social condition of the people of the State through quality programs of teaching, research, and service. That educational mission is enhanced by the robust exchange of ideas that occurs within a diverse and inclusive environment. Students who learn from each other and from faculty members and administrators, including those at the highest levels of leadership, in an environment with a variety of backgrounds are better able to understand, appreciate, and contribute to our twenty-first century global society. Consequently, the University endorses a student, faculty, and administrative community enriched by individuals of diverse national origins, races, ethnicities, sexual orientations, gender identities, gender expressions, cultures, socioeconomic and geographic backgrounds, ages, physical abilities, and religious and political beliefs. The University is committed to offering diverse cultural programs, intercultural education, and other educational initiatives (such as the University’s Crossroads Community Center) that enhance awareness and appreciation of cultural and individual diversity, promote community, and prepare students for the global society in which they will live and work.

As an institution of higher learning, The University of Alabama attaches great value to freedom of speech and open debate, but it also attaches great importance to the principles of civility and respect which govern an academic community. Harassment or other illegal discrimination against individuals or groups not only is a violation of University Policy and subject to disciplinary action, but also is inconsistent with the values and ideals of the University. Likewise, retaliation in the form of harassment, intimidation, threats, coercion, or in the form of any materially adverse harm that would dissuade a reasonable student or employee from filing a harassment or discrimination complaint or participating in a related investigation is also prohibited. Engaging in any such retaliatory action may also subject the student or employee to disciplinary action.

The University maintains the UACT website (www.ua.edu/uact/), which provides a comprehensive list of available reporting channels through which students, employees and campus visitors can report acts of discrimination, retaliation, harassment, sexual misconduct, sexual assault or sexual violence (including dating violence, domestic violence and stalking), hazing, threat assessment or fraud, and violation of the Child Protection Policy. Members of the University community are encouraged to review the information on that website, and to refer those with issues of concern to that website to ensure prompt reporting to the appropriate University officials.

It is the goal of The University of Alabama to cultivate a hospitable campus environment in which all members of the University can work together and learn from each other in a climate of mutual respect. I pledge my personal commitment to this goal, and I hope that all in the campus community will pledge their commitment as well.

**Historically Black Colleges and Universities
In Alabama**

<p>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</p>	<p>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</p>	<p>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</p>
<p>Concordia College Evelyn Pickens Director of Placement 1804 Green Street Selma, Alabama 36701 334-874-5700 x171 http://www.concordiaselma.edu</p>	<p>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</p>	<p>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</p>
<p>Miles College Human Resource Odessa Usher 5500 Myron-Massey Boulevard Fairfield, Alabama 35064 205-929-1440 http://www.miles.edu</p>	<p>Oakwood College Human Resource Sylvia Germany 7000 Adventist Boulevard Huntsville, Alabama 35896 256-726-7273 http://www.oakwood.edu</p>	<p>Selma University Rev. George Davis, V.P.A.A. 1501 Lapsley Street Selma, AL 36701 334-872-2533 selmau@bellsouth.net</p>
<p>Shelton State Community College Human Resource Johnny F. Parker, Director 9500 Old Greensboro Road Tuscaloosa, Alabama 35405 205-391-2272 http://www.sheltonstate.edu</p>	<p>Stillman College Human Resources Department Patricia Wilson 3600 Stillman Blvd Tuscaloosa, AL 35401 205-247-8152 mpwilson@stillman.edu http://www.stillman.edu</p>	<p>Talladega College Brenda Rhoden Human Resource Director 627 West Battle Street Talladega, Alabama 35160 256-761-6204 http://www.talladega.edu</p>
<p>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</p>	<p>Tuskegee University Human Resource 102 Old Administration Building Tuskegee, Alabama 36088 334-727-8510 http://www.tusk.edu</p>	