

The Ohio Association of Broadcasters Equal Employment Opportunity and Affirmative Action Policy Statement

Policy Statement

It is the policy of the Ohio Association of Broadcasters (OAB) to ensure equal employment opportunity in accordance with the Ohio Revised Code 125.111 and all applicable federal regulations and guidelines. Employment discrimination against employees and applicants due to race, color, religion, gender (including sexual harassment), sexual orientation, gender identity, national origin, disability, age (40 years old or more), military status, veteran status, and any other characteristic protected by applicable law, is illegal.

Managers and employees will comply with state and federal equal employment laws, rules, regulations and guidelines. Any employee that deliberately violates this policy will be subject to disciplinary action up to and including termination of employment.

Employees or applicants who believe that the OAB has discriminated against them in employment should report it immediately to the OAB's President or the Chairman of the OAB Board of Directors. It is important to note that employees and applicants may raise such concerns without fear of reprisal or retaliation.

Plan

Recruitment – the OAB will exercise good faith efforts to recruit a diverse group of employees and provide equal opportunity for minorities, women and disabled persons.

Selection – the OAB will utilize a hiring process that is fair and does not have an adverse impact on minorities, women and disabled persons. Prospective employees will not be excluded from the hiring process due to race, color, religion, gender (including sexual harassment), sexual orientation, gender identity, national origin, disability, age (40 years old or more), military status, veteran status, and any other characteristic protected by applicable law, is illegal.

Employee Orientation – the OAB will provide newly hired employees with basic employment information, including available fringe benefits, company policies and procedures. Employees will not be denied fringe benefits and/or opportunities for promotion based on race, color, religion, gender (including sexual harassment), sexual orientation, gender identity, national origin, disability, age (40 years old or more), military status, veteran status, and any other characteristic protected by applicable law, is illegal.

Training – the OAB makes every effort to train its employees about its affirmative action obligations under Ohio state law.

Employee Evaluation – the OAB will conduct performance evaluations without regard to race, color, religion, gender (including sexual harassment), sexual orientation, gender identity, national origin, disability, age (40 years old or more), military status, veteran status, and any other characteristic protected by applicable law, is illegal.

Employee Discipline – discipline issued by the OAB will be designed to rehabilitate employees who choose to correct their behavior, as well as justify the termination of those who do not. The OAB will not unfairly discipline an employee based on race, color, religion, gender (including sexual harassment), sexual orientation, gender identity, national origin, disability, age (40 years old or more), military status, veteran status, and any other characteristic protected by applicable law, is illegal.

EEO Monitoring Strategies – the OAB understands this plan and will hold itself accountable for the effective implementation of this plan.

Minority Business Enterprise Solicitation Strategies – where possible, the OAB will make a good faith effort to solicit business from certified minority-owned businesses (MBE).