

# WPFW 2024 ANNUAL EEO PUBLIC FILE REPORT

## Pacifica Foundation Inc.

Station(s):	WPFW
Community(ies) of License:	Washington, DC
Reporting Period:	June 1 <sup>st</sup> 2023 – May 31 <sup>st</sup> 2024
No. of Full-time Employees:	5 – 10
Small Market Exemption:	No

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

### INITIATIVES

During the reporting period, no positions were filled.

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

WPFW continued to sponsor a Senior high-school year intern, from The Lab School in North West DC, who started working for the station in April 2023 and continued until August 2023. Their chief interest was in radio studio operations, all aspects of audio production including preproduction, postproduction and live broadcasts. They were mentored by the senior board operators to learn all aspects of station operations including the air studio console and radio production techniques. They participated in live remote broadcasts throughout their intern period.

WPFW also had a college intern, a Junior-year student from Georgetown University from September 2023 to December 2023. That intern worked with and was trained by staff in the WPFW News Department. The intern was encouraged to pitch news stories, and, researched, wrote, interviewed and produced segments for the Monday Morning QB show and WPFW hourly news segments.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

All management and paid staff at WPFW were required to complete a web-based sexual-harassment, diversity and sensitivity training/testing module, Sexual Harassment Prevention Training, in July of 2023, provided by the state of California's Civil Rights Department <https://calcivilrights.ca.gov/shpt/>. Management took the supervisory training. Staff and interns took the non-supervisory training. Pacifica Foundation Inc, WPFW's licensee is incorporated in the state of California.

WPFW's GM consulted with Pacifica's in-house HR manager, several times during the reporting period, on matters of local and federal compliance. During those discussions they reviewed matters to foster "best practices" as regards EEO compliance and workplace stability. Review processes remain in place, are ongoing, and are being further developed.

Sexual harassment, other forms of workplace harassment, and abusive conduct continue to remain real workplace problems. Media stories and studies clarify the high toll that this misconduct takes on targeted employees, coworkers, and the overall work environment. A workplace that allows--and even encourages--such conduct cannot promote respect for all employees to obtain their best performance. Washington, DC has enacted laws that require employers with 5 or more employees to train their entire workforce on harassment prevention and response. Because managers act on behalf of their employer, they have a special duty to promote a workplace free of sexual harassment, seek to prevent such improper conduct and effectively respond to instances and complaints.