

### WGVU Diversity Policy

WGVU Public Media, a service of Grand Valley State University, is committed to ensuring that its workforce and governing boards reflect the diversity found in the communities it serves. Central to WGVU's mission, vision and values is maintaining a governing and workplace environment which recognizes and celebrates the power of diversity. WGVU strives to create and foster a supportive environment in which all individuals can be successful and reach their full potential within the organization.

WGVU Public Media seeks a diverse workforce and governing body through distinct personalities and capabilities of each individual within the group. On a personal level, the diversity of an individual is defined by their cultural and personal differences, as well as life and professional experiences.

WGVU Public Media believes that diversity considerations extend beyond race and gender. The spectrum of diversity also includes disability, religious belief, age, culture, sexual orientation, physicality, education and socio-economic status.

WGVU Public is an equal opportunity employer and will attempt to recruit a diverse work force and explicitly forbid discrimination or harassment on the basis of age, color, disability, familial status, height, marital status, national origin, political affiliation, race, religion, sex/gender (including gender identity and expression), sexual orientation, veteran or active duty military status or weight.