

Steps for Recruitment and Hiring to Comply with the FCC's EEO Rules and Policies for KVNO-FM.

Adoption of Program, Outreach and Prong One.

Create/Update Job Description

- Job descriptions should be reviewed and updated each time a position is requested for hire
- Existing Job Descriptions for replacement requisitions can be found in the PeopleAdmin Position Management Module by searching for the position number.
- Instructions for creating and modifying job descriptions can be found at these links:
 - [Creating](#)
 - [Modifying](#)
 - [Cloning](#)
- After the job description is finished and all changes are made, submit to the Compensation Team in Human Resources for review and market pricing analysis.
- The Compensation Team will review, complete the job description and move it to approved status to be used for requisitions.

Create Requisition

- Copy the relevant sections of the job description into the requisition form in PeopleAdmin
 - PeopleAdmin User Guide [LINK](#)
 - It is strongly recommended to list a salary range in the “Pay Information” section.

List the minimum of the recommended range to the highest amount budgeted for the position.

 - Format should list /hour or /year (eg: \$15/hour or \$50,000/year)
 - Listing “negotiable”, “based on experience” or “commensurate with...” is strongly discouraged.

Mission Critical Position Requests

- Requisitions will be sent through the approval workflow in PeopleAdmin.
- Requisitions must be approved at all levels, including Senior Executive Leadership prior to posting and advertising.
- Requisitions must be approved in PeopleAdmin. Requisitions will not be approved outside the system.

Draft > Initiator > Department Head > Dean (if applicable) > Academic Budget (if applicable) > UNO Budget > Division Approval > Leadership Review > Human Resources

Position is posted

- A position may be posted for recruitment in one of three ways:
 - **External** – open to everyone, both University and non-University applicants. Most positions are posted externally.
 - **University employees only** (requires Employment approval) – the position would be open to all University employees, including those from

University of Nebraska-Lincoln, the University of Nebraska at Kearney, the University of Medical Center, and Central Administration.

- **Department Only** (requires Employment approval) – a search may be limited to those within the department who are current regular part-time or full-time employees hired through the regular UNO competitive search process (not a temporary employee).
- Once approved, the Talent Acquisition team will post and advertise positions in consultation with the Hiring Manager. All positions must be posted for a minimum of seven (7) calendar days before the committee/hiring manager can begin reviewing applications.
- The KVNO hiring manager will let the UNO Employment Office know of any additional advertising needs. The Employment Office will post all formal advertisements (ads) that do not require a professional association membership. The Employment Office will issue Ad Copy for KVNO's use in placing ads on websites used by professional associations and social media ads. All Full-Time Open Positions at KVNO are advertised in national and regional publications or websites *to ensure the broadest possible outreach*. KVNO is responsible for all advertising expenses.
- All members of the search committee are required by policy HR-05 to complete Staff Search Process training prior to participating in the search process.
 - Training can be found at this link: [LINK](#)
- All applications will be screened for minimum qualifications by Human Resources. Only applications that meet the minimum qualifications will be sent forward to the committee/hiring authority.
- The search committee/hiring authority should review applications to determine who to interview. Criteria and decisions should be documented on the Applicant Log [LINK](#).
- Applicants for interview must be sent forward to the "Request for Interview" workflow state in peopleadmin. The Manager for Talent Acquisition will review your applicant pool to ensure there is diversity in the pool. An email will be sent when interviews are approved.

Conduct Interviews

- Interview guides can be found here: [LINK](#)
- Interview rubric can be found here: [LINK](#)
- Contact the Employment Relations Specialist (402.554.3668) if you do not find a suitable candidate after interviewing from the referred applicants. The request should include reasons why the candidates initially referred were not acceptable.
- The KVNO hiring manager may request that the position be re-posted and re-advertised if a suitable candidate is not found out of the initial pool of candidates referred, or if the job requirements change. Contact the Employment Office for assistance with this process.

Conduct Reference Checks of your Top Candidates

- Speak with current and previous employers

- Prior to contacting references, please let the candidate know you plan to make the calls. This allows the candidate time to alert the reference to expect the call.
- Reference guidelines can be found here: [LINK](#)

Prepare a Request for Offer

- Template form is required, found here: [LINK](#)
- Include a summary of each applicant interviewed and the non-select rationale for those not hired.
- Additional pages may be used if needed.
- Send request and notes from background check to unoemployment@unomaha.edu
- DO NOT make an offer until you have received approval from the Talent Acquisition Office.
- At the time of offer approval, the posting will be closed to further applicants.

Make a Verbal Offer

- If the offer is accepted, notify the Talent Acquisition Office.
- If the offer is declined, contact the Talent Acquisition Office to discuss next steps.
- Ensure candidate understands that the verbal offer is contingent on the background check being returned in good standing.

HR Initiates the Background Check Process

- Background checks must be performed on all new hires and all internal hires whose last background check is more than 12 months old.
- You will be notified when the background check is complete. NOTE: while background checks can come back quickly, it may also take up to 7 business days to complete the check.
- After the background check is completed, if additional testing is required, it may be initiated at this time.
- When all processes are finished, you will be notified of final approval to hire.

Issue Offer Letter and power forms/I-9

- Offer letter templates can be found here:
 - [Managerial/Professional Letter](#)
 - [Office/Service Letter](#)
- Powerforms can be found here: [LINK](#)
- If your new hire is international, the following link can be used to schedule an appointment to complete the I-9. [LINK](#)
- If your new hire is a US citizen, the I-9 should be completed in the department, unless you have made other arrangements with HR.
- SYSTEM ACCESS CANNOT BE GRANTED BEFORE THE I-9 IS COMPLETE.
- Offer letter, Powerforms and the I-9 must be completed a minimum of seven (7) days prior to the UNO DAY 1 start date.
- Send the offer letter to Human Resources (unorecords@unomaha.edu) with the PAF.

Begin Onboarding

- A completed and fully signed PAF must be received in HR no later than seven (7) days prior to the new employee's start date. Send via email to (unorecords@unomaha.edu).
- PAF Template can be found here: [LINK](#)
- Onboarding checklist can be found here: [LINK](#)

- All new hires will begin on a Monday with UNO DAY 1 onboarding session. Schedule this start date with the Employment Office (unoemployment@unomaha.edu).

<i>TIMELINE</i>	<i>EVENT</i>														
<i>Ten (10) days prior to Employee Start Date</i>	New UNO employee completes their I-9 and Powerform documentation, submitted to them electronically.														
<i>Nine (9) to Seven (7) days prior to Employee Start Date</i>	PAF is completed and routed to Human Resources. Human Resources processes the PAF and then the NUID, NETID and Personnel Numbers are generated.														
<i>Five (5) days prior to Employee Start Date</i>	Manager receives an onboarding checklist (<i>streamlined checklist</i>) with steps to be completed prior to the new employee's first day, as well as tasks that should be completed with the new hire within the first two (2) weeks. All materials must be returned to HR for placement in the new employee's personnel file.														
<i>Friday before Employee Start Date</i>	HR Employment Team prepares welcome information, including NUID, NETID, Personnel Number, Agenda, and other critical information. Online Orientation is assigned in Bridge, with other online trainings required (B&F processes, leadership training, etc.).														
<i>Employee Start Date – First Monday of Work</i>	<table border="1"> <thead> <tr> <th>Time</th> <th>Event</th> </tr> </thead> <tbody> <tr> <td>8:45 – 9:00 AM</td> <td>New Employees gather in designated meeting room.</td> </tr> <tr> <td>9:00 AM</td> <td>Greeting by HR representative.</td> </tr> <tr> <td>9:05 AM</td> <td>HR briefing covering: <ul style="list-style-type: none"> • Firefly • Payroll and Timekeeping • Leaves • Benefits • Intro to Bridge LMS • Intro to FAST • Intro to People Are Everything recognition system </td> </tr> <tr> <td>10:00 AM</td> <td>MavTech manager helps to initiate DUO and claim Campus Tech Identity.</td> </tr> <tr> <td>10:30 AM</td> <td>Employment Team escorts new hires to Milo Bail Student Center and into MavCard Services for the purpose of having their pictures taken and MavCards Issued.</td> </tr> <tr> <td>10:45 AM – 11:00 AM</td> <td>Direct Managers meet new hires at MavCard Services to escort to work area and begin department onboarding.</td> </tr> </tbody> </table>	Time	Event	8:45 – 9:00 AM	New Employees gather in designated meeting room.	9:00 AM	Greeting by HR representative.	9:05 AM	HR briefing covering: <ul style="list-style-type: none"> • Firefly • Payroll and Timekeeping • Leaves • Benefits • Intro to Bridge LMS • Intro to FAST • Intro to People Are Everything recognition system 	10:00 AM	MavTech manager helps to initiate DUO and claim Campus Tech Identity.	10:30 AM	Employment Team escorts new hires to Milo Bail Student Center and into MavCard Services for the purpose of having their pictures taken and MavCards Issued.	10:45 AM – 11:00 AM	Direct Managers meet new hires at MavCard Services to escort to work area and begin department onboarding.
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Disposition Applicants

- Instructions for dispositioning applicants can be found here: [LINK](#).
- All applications must be dispositioned within 30 days of an offer being accepted.

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.

All newly hired regular employees (Managerial/Professional and Office/Service) must serve a six-month original probationary period

- This probationary period is an extension of the selection process and is used to determine an employee's suitability for UNO employment.

All materials pertaining to the recruitment process must be maintained within the department official files for a period of four years starting from the successful candidate's start date.

- These materials will be important to KVNO in the event KVNO has to respond to any legal action or inquiry in connection with the hiring process.

Prong Two.

KVNO will notify referral organizations on file that have requested information on job vacancies of each full-time employment opportunity at KVNO. Requests must be made in writing and include the necessary contact and forwarding information for verification purposes. These requests must be mailed or forwarded to the attention of KVNO Business Manager, KVNO Radio, 6001 Dodge Street, CPACS 200, Omaha Nebraska 68182. KVNO Management will also reach out to existing recruitment organizations in the community.

Documentation of above:

January 2025

Reviewed by Sherry L. Brownrigg, General Manager and Carolyn Schwinck, Business Manager

January 2024

Reviewed by Sherry L. Brownrigg, General Manager and Carolyn Schwinck, Business Manager

January 2023

Reviewed by Sherry L. Brownrigg, Assistant General Manager and Carolyn Schwinck, Business Manager

January 2022

Reviewed by Sherry L. Brownrigg, Assistant General Manager and Carolyn Schwinck, Business Manager

January 2021

Reviewed by Sherry L. Brownrigg, Assistant General Manager and Carolyn Schwinck, Business Manager

INFORM EMPLOYEES AND RECOGNIZED EMPLOYEE ORGANIZATIONS OF THE POLICY AND PROGRAM AND ENLIST THEIR COOPERATION.

[University Policies / University of Nebraska at Omaha](#) is available online for all employees. The Affirmative Action/Equal Opportunity Employer Statement is the first item under Employment Policies.

Programs offered on campus to employees. Employees notified through daily emails (Maverick Daily) and flyers. Examples follow:

- February 1, 2024 – Fidelity Representative on Campus
- February 2, 2024 – Biomechanics Seminar Series: Dr. Marco Gonzalez
- February 4, 2024 – Celebrating Black History Month Kick-off
- February 6, 2024 – Celebrating Black History Month Beaded Roots
- February 9, 2024 – DEAI Symposium Series: Session One
- February 11, 2024 – Celebrating Black History Month “The Cookout: A Tradition of Unity and Community”
- February 13, 2024 – TIAA Representative on Campus
- February 15, 2024 – Refugees in Nebraska: The Karen Community – distinguished speakers from Omaha refugee communities will share their perspectives and stories
- February 16, 2024 – Biomechanics Seminar Series: Dr. Callum Ross
- February 20, 2024 – Celebrating Black History Month Rhythm and Brushes
Discover with Durango & Black History Month: Malcolm X Memorial Foundation – Discover The Legacy of Malcolm X
- February 22, 2024 – Shared Society In A Time of War: Interreligious Voices from Israel
UNO Community to engage with interreligious leaders actively working towards co-existence and overcoming division.
National Recreational Sport and Fitness Day – free access to the Facility with MavCard on this date.
- February 23, 2024 – Biomechanics Seminar Series: Dr. Gwenael Layec
Begin With the End in Mind. Lecture Series: end-of-life planning
- March 1, 2024 – Workshop Series: Intro to Printing & Modeling
Lunch and Learn – Microaggressions and Microresistance
- March 11-15, 2024 – Faculty/Staff Spring Break Edition: Campus Recreation & Wellness
- March 15, 2024 – Begin With the End in Mind. Lecture Series: end-of-life planning
- March 20, 2024 – Fidelity Representative on Campus
- March 26, 2024 – Producing a ‘Usable’ Past: Holocaust Distortion and New Threats to the Memory of the Holocaust – UNO Department of History Welcomes Dr. Jan Grabowski as this year’s Richard Dean Winchell Lecturer
– A Public Humanities Brown Bag Lecture – From Oklahoma to Omaha: The Ascendance and Aftermath of Settler Populism in the West, 1880-1920 with Mark Boxell
- March 27, 2024 – March is Women’s History Month - Civil Dialogues Event – maternal health, women’s rights and justice

March 29, 2024 – Biomechanics Seminar Series: Dr. Sumit Yadar
April 2, 2024 – Celebrating Asian Pacific Islander Desi American (APIDA) Heritage Month Kickoff
April 4, 2024 – Chuck Hagel Forum in Global Leadership The Role of U.S. Leadership in a Changing World – Eric H. Holder, Jr. – Strauss Performing Arts Center
– TIAA Representative on Campus
April 5, 2024 – Biomechanics Seminar Series: Scott Crawford, Ph.D.
April 7, 2024 – Celebrating Asian Pacific Islander Desi American (APIDA) Heritage Month Holi Party in the Pep Bowl
April 12, 2024 – Microaggressions in Education: “Code Switching” and the Psychological Impact of Subtle Insults on Learning
April 16, 2024 – Fidelity Representative on Campus
April 19, 2024 – Biomechanics Seminar Series: Dr. David Nordsletten
– NCITE Speaker Series: Removing Barriers to What Works in Prevention
April 27, 2024 – Honoring Indigenous Heritage Wambli Sapa Memorial Powwow
May 1, 2024 – Joseph and Rebecca Meyerhoff Annual Lecture – Title: Preserving Shared History: Art in Internment During the Holocaust
May 14, 2024 – Best Care EAP: Balancing Your Financial and Emotional Well-Being webinar
July 1, 2024 – TIAA Representative on Campus
August 1, 2024 – TIAA Representative on Campus
August 12, 2024 – Fidelity Representative on Campus
August 28, 2024 – Fidelity Representative on Campus
September 11, 2024 – Fall Faculty and Staff Training Catalog – now on Bridge
September 12, 2024 – Safe Space and Ally Training (offered monthly)
September 15-October 15, 2024 – Celebrating Latine Heritage Month
September 17, 2024 – Fidelity Representative on Campus
– Celebrating Latine Heritage Month Kickoff
September 18, 2024 – TIAA Representative on Campus
September 19, 2024 – Celebrating Latine Heritage Month Cultural Craft Day
September 20, 2024 – DEAI Symposium Series: Ecological Validation
September 26, 2024 – Humanitarian Law: Reducing Brutality in War Since the War on Terror – Annual Leonard and Shirley Goldstein Lecture on Human Rights
September 27, 2024 – 12th Annual Chuck Powell Memorial Lecture – Featured presenter is Dr. Marilyn R. Gugliucci, MA, Ph.D. on Reframing Aging in Higher Education: Mindful and Innovative Approaches
September 30, 2024 – KEES Financial Literacy Program – Budgeting and Savings with Johnny Nesbit
October 2, 2024 – Celebrating Latine Heritage Month Fiesta on the Plaza
October 7, 2024 – Safe Space and Ally Training (offered monthly)

October 11, 2024 – Risk and Crisis Communication Strategy workshop (daylong)

- Dr. Karl Kosloski Memorial Lecture Series on Caregiving, Felipe A. Jain, M.D.
- October 15, 2024 – Celebrating Latine Heritage Month Descansando at the Pep Bowl
- October 17, 2024 – The Annual Pearl Blizek Lecture in Religion and Art “Comics, Poetry, and Self-Care: Creative Expression for Well-being”
- October 18, 2024 – DEAI Symposium Series
- October 21–25, 2024 – The University of Nebraska (NU) System’s Employee Learning Week
- October 21, 2024 – “Elephant, Rider, Path” with Dave Dechant, EAP
- October 22, 2024 – “Negotiation” with Scott Benson, HR
- October 23, 2024 – “CHANGE: The Only Thing Harder is Staying the Same” with Anthony Ashby, President of CHI Health Immanuel
- October 24, 2024 – “How Past Experiences Shape our Communication and Decision Making” with Colleen Huls, HR
- October 25, 2024 – “Adapting to Change and Managing Work Related Stress” with Charlie Foster, EAP
- November 1, 2024 – DEAI Symposium Series
- November 4, 2024 – Celebrating Native American Heritage Month Kickoff
- November 6, 2024 – Celebrating Native American Heritage Month Community Beading
- November 7, 2024 – Celebrating Native American Heritage Month Healing Ribbons Fashion Show
- November 8, 2024 – Dr. Karl Kosloski Memorial Lecture Series on Caregiving, Diane Hendricks, CMSW & LMHP
- November 12, 2024 – Bruce and Karen Baker Lecture Series: Sohrab Homi Fracis
- November 13, 2024 – Celebrating Native American Heritage Month Community Beading
- November 15, 2024 – DEAI Symposium Series
- November 19, 2024 – Olson Center for Women’s Health Brown Bag Lecture - Artificial Intelligence (AI): Your Holiday Planning Companion, Eric Bloomquist
- November 20, 2024 – Celebrating Native American Heritage Month Community Beading
Celebrating Native American Heritage Month Food Sovereignty – Indigenous Foods Workshop
- December 5, 2024 – NCITE Speaker Series: Building Resilience In the Counterterrorism Workforce
- December 6, 2024 – DEAI Symposium Series “Art, Awareness, and Advocacy: Perspectives from the Samuel Bak Museum
- January 14, 2025 – NCITE Speaker Series: Prosecuting Terrorism – A Conversation with U.S. Attorney Trini Ross

University departments such as Criss Library, Sponsored Programs and Research, Accounting Services, and Information Technology Services frequently announce free training programs for employees that will update and enhance skills.

UNO Manager/Supervisor Training

Supervisory Training has been incorporated into the Bridge Learning courses that are now offered on campus in conjunction with UNMC. Examples include Corrective Action Plans, Coaching for Leaders, Legal Aspects of Management, Reality-based Leadership, and Performance Management.

New Employee Orientations

New employee orientations have an in-person component meeting weekly on Mondays as of mid-March 2023.

Faculty and Staff Training (FAST)

Organization, trauma informed teaching, health relationships, navigating identity-based diversity, confronting bullies and conflict management as well as information on disabilities and disabled folks in the workplace. Faculty and staff participate in this training via the Bridge Learning Management System. Training is open access / self-paced.

Mandatory Compliance Training

As part of the process defined by the University of Nebraska, all members of our search committees are required to take part in search committee training (every two years) that ensures equal employment opportunity and prevents discrimination. All faculty and staff members are expected / required to complete *Title IX Training (formerly Report = Support)* provided by UNO's Office of Diversity, Equity, Access and Inclusion. All KVNO student workers have also completed *Title IX Training (formerly U Got This!)*. UNO provides sexual harassment training to all faculty, staff, and students on an annual basis through the University of Nebraska's Learning Management System – Bridge.

The Corporation for Public Broadcasting requires (relative to KVNO's yearly grant) all KVNO staff members (full and part-time), student workers and unpaid interns to have earned certification as having completed their Harassment and Bias Prevention Training

COMMUNICATE THE POLICY AND PROGRAM AND ITS EMPLOYMENT NEEDS TO SOURCES OF QUALIFIED APPLICANTS WITHOUT REGARD TO RACE, COLOR, RELIGION, NATIONAL ORIGIN, OR SEX AND SOLICIT RECRUITMENT ASSISTANCE.

Documentation:

“The University of Nebraska at Omaha and KVNO are equal opportunity employers. If you would like to learn about job opportunities at KVNO, please see our web page, KVNO.org.”

On Air Announcement-Dates announced

Web site – June 29, 2004 to present

KVNO.org EOE report “ The University of Nebraska at Omaha and KVNO are equal opportunity employers.”

KVNO.org Employment Opportunities “The University of Nebraska at Omaha and KVNO are equal opportunity employers. Job opportunities at KVNO, when available, will appear on our website.”

Affidavit of Performance - PSA-EOE

From: 01/01/2024 To: 12/31/2024

KVNO

Air Date Air Time Title

01/01/2024 11:59:05.846 PSA-EOE
01/03/2024 15:57:57.568 PSA-EOE
01/06/2024 03:13:55.939 PSA-EOE
01/12/2024 16:28:37.644 PSA-EOE
01/18/2024 09:16:19.368 PSA-EOE
01/24/2024 04:47:24.923 PSA-EOE
01/29/2024 18:32:28.340 PSA-EOE
02/03/2024 05:07:55.447 PSA-EOE
02/09/2024 16:24:20.988 PSA-EOE
02/15/2024 18:30:30.274 PSA-EOE
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05/03/2024 16:00:01.017 PSA-EOE

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06/14/2024 18:19:29.563 PSA-EOE
06/15/2024 00:01:02.906 PSA-EOE
06/24/2024 22:59:35.690 PSA-EOE
06/29/2024 10:29:12.123 PSA-EOE
07/02/2024 15:19:35.147 PSA-EOE
07/08/2024 03:08:18.915 PSA-EOE
07/08/2024 19:05:59.633 PSA-EOE
07/13/2024 10:42:56.672 PSA-EOE
07/14/2024 01:59:49.401 PSA-EOE
07/20/2024 04:25:41.777 PSA-EOE
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09/27/2024 00:22:22.965 PSA-EOE
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10/03/2024 05:01:00.402 PSA-EOE
10/04/2024 08:50:51.354 PSA-EOE
10/06/2024 08:19:28.774 PSA-EOE
10/12/2024 04:19:53.182 PSA-EOE
10/15/2024 08:12:18.010 PSA-EOE
10/15/2024 18:31:15.448 PSA-EOE
10/16/2024 03:13:39.833 PSA-EOE
10/17/2024 08:14:03.586 PSA-EOE
10/18/2024 06:42:00.269 PSA-EOE
10/18/2024 21:33:32.202 PSA-EOE
10/21/2024 17:45:15.790 PSA-EOE
10/27/2024 10:43:00.668 PSA-EOE
10/31/2024 09:59:37.738 PSA-EOE
11/10/2024 21:59:37.073 PSA-EOE
11/12/2024 00:01:00.848 PSA-EOE
11/15/2024 22:19:23.464 PSA-EOE
11/24/2024 09:07:33.878 PSA-EOE
11/26/2024 10:00:50.022 PSA-EOE
12/07/2024 02:00:12.904 PSA-EOE
12/11/2024 09:59:36.048 PSA-EOE
12/21/2024 05:00:12.730 PSA-EOE
12/26/2024 19:39:16.054 PSA-EOE

THE ABOVE ITEMS WERE BROADCAST AT THE TIME SPECIFIED
ACCORDING TO THE OFFICIAL STATION LOG.

CONDUCT A CONTINUING PROGRAM TO EXCLUDE PREJUDICE AND DISCRIMINATION FROM PERSONNEL POLICIES, PRACTICES, AND WORKING CONDITIONS

In 2024 KVNO:

Continues to adhere to the Corporation for Public Broadcasting stipulation requiring all KVNO staff members (full and part-time), student workers, and unpaid interns to have earned certification as having completed their Harassment and Bias Prevention Training on a yearly basis.

KVNO's Business Manager completed UNO Staff Search Processes Training, Specific Staff Hiring Procedures and Understanding Diversity on December 17, 2024. This training is to be completed every two years.

In 2024 UNO:

UNO provides sexual harassment training to all faculty, staff, and students on an annual basis through the University of Nebraska's Learning Management System – Bridge. Additionally, Civil Rights Compliance personnel offer special topics training through the Center for Faculty Excellence, Human Resources, and on demand; regularly focusing on university policy, expected reporting requirements, and classroom considerations.

Brief highlights of a few of the formal DEAI Activities during 2024:

- Several Trainings offered to UNO include but not limited to:
 - Fast trainings:
Organization, trauma informed teaching, health relationships, navigating identity-based diversity, confronting bullies and conflict management as well as information on disabilities and disabled folks in the workplace.
- On- and off-campus Resources include but not limited to:
 - Accessibility Services Center
 - Asian Market
 - El Museo Latino
 - Great Plains Black History Museum
 - Humanities Nebraska
 - Military-Connected Resource Center
 - Network for Disability Awareness
 - NU System Diversity, Access and Inclusion
 - Office of Multicultural Affairs
 - Pilcher's Indian Store
 - Queer and Trans Services
 - Religious Studies
 - Together We Achieve Miracles
 - Tri-Faith Initiative
 - Women and Gender Equity Center
 - Young Southeast Asian Leaders Initiative

In 2023 KVNO:

Continues to adhere to the Corporation for Public Broadcasting stipulation requiring all KVNO staff members (full and part-time), student workers, and unpaid interns to have earned certification as having completed their Harassment and Bias Prevention Training on a yearly basis.

In 2023 UNO:

UNO provides sexual harassment training to all faculty, staff, and students on an annual basis through the University of Nebraska's Learning Management System – Bridge. Additionally, Title IX personnel offer special topics training through the Center for Faculty Excellence regularly focusing on expected reporting requirements and Title IX classroom considerations.

Brief highlights of a few of the formal DEAI Activities during 2023:

- Several Trainings offered to UNO include but not limited to:
- Fast trainings:
Organization, trauma informed teaching, health relationships, navigating identity-based diversity, confronting bullies and conflict management as well as a panel discussion on disabilities and disabled folks in the workplace.
- Intergroup Dialogue:
The Intergroup Dialogue program for students takes the form of coursework, including the basic course itself, COMST 2300. There are no prerequisites for the course, which fulfills the U.S. diversity requirement for General Education. For students who aspire to greater facilitation and leadership skills in this area, one can continue to an advanced level.
Intergroup Dialogue experiences for faculty members was last offered in August 2023, and for staff members, last offered in May 2023
- Campus Resources include but not limited to:
Health and Wellness Coaching
Faculty and Staff Employee Assistance Program (FSEAP)
Ombuds Services
Gender and Sexuality Resource Center
Multicultural Resources
Department of Public Safety
Military and Veteran Services

In 2022 KVNO:

Continues to adhere to the Corporation for Public Broadcasting stipulation requiring all KVNO staff members (full and part-time), student workers, and unpaid interns to have earned certification as having completed their Harassment and Bias Prevention Training on a yearly basis.

KVNO's Music Director search committee included a DEIA advocate as an external member. The Music Director was hired March 7, 2022.

In 2022 UNO:

UNO provides sexual harassment training to all faculty, staff, and students on an annual basis through the University of Nebraska's Learning Management System – Bridge. Additionally, Title IX personnel offer special topics training through the Center for Faculty Excellence regularly focusing on expected reporting requirements and Title IX classroom considerations.

Brief highlights of a few of the formal DEAI Activities during 2022:

- Several Trainings offered to UNO include but not limited to:
 - FAST Trainings:
 - Mental Health Awareness for Leaders
 - Practical Tips for Designing Accessible Courses
 - Microaggression Awareness Program
- Numerous listing sessions hosted on campus (virtual) to discuss both local and national issues surrounding racial unrest
- Campus Resources include but not limited to:
 - Health and Wellness Coaching
 - Faculty and Staff Employee Assistance Program (FSEAP)
 - Ombuds Services
 - Gender and Sexuality Resource Center
 - Multicultural Resources
 - Department of Public Safety
 - Military and Veteran Services

In 2021 KVNO:

Continues to adhere to the Corporation for Public Broadcasting stipulation requiring all KVNO staff members (full and part-time), student workers, and unpaid interns to have earned certification as having completed their Harassment and Bias Prevention Training on a yearly basis.

KVNO's Music Director search committee includes a DEIA advocate as an external member.

In 2021 UNO:

UNO provides sexual harassment training to all faculty, staff, and students on an annual basis through the University of Nebraska's Learning Management System – Bridge. Additionally, Title IX personnel offer special topics training through the Center for Faculty Excellence regularly focusing on expected reporting requirements and Title IX classroom considerations.

Brief highlights of a few of the formal DEAI Activities during 2021:

- Several Trainings offered to UNO include but not limited to:
 - Micro-Aggressions
 - Safe Space Training
 - Blind Opportunity: Unconscious Bias in the Workplace
 - Hollaback! Bystander Intervention LGBTQ+
 - Bridging Worlds with Words
 - Race Based Trauma
- Numerous listing sessions hosted on campus (virtual) to discuss both local and national issues surrounding racial unrest

CONDUCT A CONTINUING REVIEW OF JOB STRUCTURE AND EMPLOYMENT PRACTICES AND ADOPT RECRUITMENT, JOB DESIGN, AND OTHER MEASURES NEEDED TO ENSURE EQUALITY OF OPPORTUNITY TO PARTICIPATE FULLY IN ALL ORGANIZATIONAL UNITS, OCCUPATIONS, AND LEVELS OF RESPONSIBILITY.

1/27/2021

Procedures reviewed by Assistant General Manager and Business Manager.

1/31/2022

Procedures reviewed by Assistant General Manager and Business Manager.

1/30/2023

Procedures reviewed by Assistant General Manager and Business Manager.

1/31/2024

Procedures reviewed by General Manager and Business Manager.

1/31/2025

Procedures reviewed by General Manager and Business Manager.