



Guam Educational Telecommunication Corporation

### PBS GUAM Diversity Policy

PBS GUAM is committed to ensuring that its workforce and governing board reflect the diversity found in the communities it serves. PBS GUAM strives to create and foster a diverse, inclusive, and supportive environment in which all individuals can be engaged, included and valued which leads to the realization of their full potential within the organization.

PBS GUAM 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 his or her cultural and personal differences, as well as life and professional experiences.

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

PBS GUAM is an equal opportunity employer and will attempt to recruit a diverse work force and explicitly forbid discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability and marital status.

### PBS GUAM Diversity Statement

PBS GUAM knows that a diverse and inclusive workforce, management team, and the Governing Board contribute greatly to our knowledge and understanding of the Guam diverse communities, and to our ability to deliver meaningful content and services that will help us attract, grow and engage audiences and help them to achieve their full potential.

PBS GUAM is committed to fostering an inclusive culture and strives to recruit from a broad pool of candidates enabling us to hire and promote qualified candidates with a variety of cultural and ethnic backgrounds, personal experiences and characteristics, and talents that reasonably reflect the diverse needs and interests of the communities served by PBS GUAM.

PBS GUAM will continue to explore new opportunities for achieving and promoting diversity and inclusion while monitoring and evaluating our success. The means PBS GUAM adopts will ensure that the standards of federal and state law, PBS GUAM's Equal Employment Opportunity Policy, and the Corporation for Public Broadcasting's Diversity Eligibility Criteria are instituted.

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