FISCAL YEAR 2025 COMMUNITY REPRESENTATION STATEMENT

BACKGROUND

KAZU 90.3 FM is licensed to the University Corporation at Monterey Bay (Corporation), an auxiliary organization of California State University, Monterey Bay (CSUMB). The Corporation is a registered 501(c)(3) nonprofit, and provides KAZU accounting and administrative support services. On behalf of KAZU, the Corporation also processes the station's annual community services grant from the Corporation for Public Broadcasting.

COMMUNITY REPRESENTATION VISION

The California State University (CSU) is committed to maintaining an inclusive community that values tolerance and mutual respect. The Corporation and KAZU are fully integrated into CSUMB and follow the university's commitment to inclusivity. This includes promoting a campus where all students, faculty, and staff feel a sense of belonging and are able to engage in campus life, both academically and professionally.

ENVIRONMENT

KAZU embraces and encourages our community differences with respect to Age, Disability, Race or Ethnicity, Gender, Gender Identity or Expression, Nationality, Religion, Sexual Orientation, Genetic Information, Veteran or Military Status as well as other characteristics that make our community unique. All individuals have the right to participate fully in CSU programs and activities free from Discrimination, Harassment, and Retaliation.

CSU and KAZU prohibit harassment of any kind, including sexual harassment. This includes sexual misconduct, dating and domestic violence, and stalking. Such behavior violates university policy and may be in violation of state or federal law.

HIRING PRACTICES

KAZU follows the hiring guidelines of the University Corporation. This includes providing equal opportunity to all persons without regard to Race, Color, Sex, Gender Identify, Sexual Orientation, Religion, National Origin, Age, Disability and/or Protected Veteran Status.

GOALS

KAZU's primary goal remains to engage the intelligence, curiosity and imagination of our listeners. This incorporates maintaining the community's respect and trust by providing the best non-commercial public radio broadcasting content. In doing so, KAZU's News Department continuously seeks out topics that directly reflect the interests of our communities.

As a public radio station, KAZU strives to reflect the community of both the Monterey Bay and Santa Cruz regions. KAZU also provides opportunities for students through internships and student worker positions.

KAZU provides a workplace that values mutual respect and professional growth, and remains an Equal Opportunity Employer. The station's most-recent EEO Public File Report can be found at www.kazu.org/eeo.

Reviewed 2025