

SHENANDOAH VALLEY EDUCATIONAL TELEVISION CORPORATION / WVPT
Organizational Diversity Goals

WVPT is committed to a work environment in which all employees are treated with respect and dignity.

- WVPT will strive to create and maintain a culture is based on inclusion and not just on representation
- WVPT will strive to ensure that **employees and board members** are recruited from a diverse pool of candidates
- WVPT is an equal employment opportunity employer and as such will strive to recruit a diverse work force and continue to explicitly forbid discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability, marital status, or any other prohibited status or condition
- WVPT recognizes that while visible diversity is a benchmark, the organization will strive to use an even broader definition of diversity to include the unique skills and talents of each individual.
- Everyone is seen as part of the organization's diversity and the goal is to provide an opportunity for everyone's needs and concerns to be a part of the overall diversity effort
- WVPT will strive to ensure that the opportunity exists for the unique skills and experiences of each individual being leveraged to help make the organization and employee more successful.

WVPT's Ultimate Goal Is To Create and Maintain a Professional Environment So That:

- Each employee has an equal opportunity to show what they can do.
- All people (staff and board members) have the opportunity to be included and to do their best work for the organization while yet being accountable for performance.
- People have the opportunity to discuss differences and similarities openly with each other.
- Employees from different backgrounds have the opportunity to be included in the mission, vision and the organization itself.
- People from different cultures and backgrounds have the opportunity to interact and share ideas and resources
- The organization is known as a place where all people have the opportunity to succeed.