

The FCC's Equal Employment Opportunity Rules and Policies – A Guide for Broadcasters

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02.20.13

Introduction

June 1, 2011 marked the beginning of a four-year cycle during which all commercial and noncommercial radio and television stations in the United States will come under special scrutiny by the Federal Communications Commission (“FCC” or “Commission”) as the FCC considers whether to renew each station’s license to broadcast.

This is a period of regulatory uncertainty and vulnerability for stations, during which the FCC closely reviews their record of compliance with its rules and service to the public during the license term, and third parties have the opportunity to petition the FCC to deny the station’s license renewal request. One significant focus of the FCC’s and petitioners’ attention will be each station’s performance under the FCC’s rules concerning equal employment opportunity (“EEO”).

In light of the ongoing renewal cycle, this Guide is designed to assist stations in charting a course for full compliance going forward, as well as in evaluating their level of past compliance and the risks the station may face when filing its license renewal application.

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