

# TV Hiring Falls Short

continued ▲ from Front

David Honig, executive director of the Minority Media and Telecommunications Council based in Washington, D.C., said his office examined FCC audits during the Clinton Administration from 1994 to 1997, and then again from 2003 to 2005, finding the Bush Administration was ignoring enforcement of employment related issues.

On an annual basis, FCC fines for equal employment opportunity violations fell 92 percent during the Bush Administration, with FCC caseloads down 98 percent, the council reported.

"There's been a purge now that the FCC isn't regulating the rules," Honig said.

The FCC used to have more say in requiring a diverse workforce at local TV stations. But a significant non-

discrimination rule was thrown out in 1998 when the Washington D.C. Court of Appeals said existing rules unduly pressured employers to hire minorities and women.

A Ball State university/Radio-Television News Directors Association study shows an upward trend of minorities at local TV news stations in 2005, but also indicates a decline in the percentage of blacks at local stations. The growth came almost entirely from an increase in Hispanic and Asian Americans.

Dennis Wharton, spokesman for the National Association of Broadcasters, said the organization has several initiatives to improve the number of minorities.

"We think stations are doing a pretty good job at reflecting cultural diversity," Wharton said. "Could we do better? Certainly. The most successful broadcasters reflect diversity of community."



TV Anchor Ken Boddie at the KOIN Tower, downtown, brings diversity to a Portland market that has very few minorities reporting the news.

# 'Zero Tolerance' for Harassment

continued ▲ from Front

for sexual harassment against all four women as well as racial harassment against the African-American woman.

The bakery will also implement a discipline policy for supervisors or managers who engage in

race or sex discrimination or harassment and will base evaluations for supervisors and managers on their compliance with the company's EEO policies. It also agreed to conduct mandatory annual discrimination and harassment training to all employees, including managers and supervi-

sors, and to give periodic reports to EEOC on compliance with the terms of the consent decree.

The terms of the consent decree will ensure that employees will know their rights and how to report discrimination.

"It is unacceptable for employees to be harassed because of

their sex or race," EEOC San Francisco District Office Director Joan Ehrlich said. "The work force is increasingly diverse and employers should find ways to build on the assets diversity brings, not subject employees to illegal stereotypes."



Director Spike Lee calls for his camera operator in New Orleans during filming earlier this year about Hurricane Katrina and the election process. (AP photo)

# Rights Group Faults Response

continued ▲ from Front

mittee has little power to force the U.S. government to make changes, she believes that such reports can improve human rights by influencing U.S. decision-makers.

"We believe having the U.N. on our side will have a tremendous effect on turning the U.S. government around," she said.

The U.N. panel said it wants to be informed of the results of inquiries into the alleged failure to evacuate inmates from a prison, and into allegations that authorities did not allow New Orleans residents to cross a bridge into Gretna, La.

It offered no further specifics about problems it found with the Katrina response, or possible solutions.

"I think the president and everyone in the United States said that Katrina was something that no one

was entirely prepared for and it did raise huge challenges for the United States," said Robert Harris, of the office of the Legal Adviser of the U.S. State Department. "We're look-

ing at a large list of lessons from Katrina and trying to make sure that the next time, God forbid something like that happens, we are better prepared."

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