§ 22.317  the following may be used in lieu of the
call sign.

(1) For transmission from subscriber
operated transmitters, the telephone
number or other designation assigned
by the carrier, provided that a written
record of such designations is main-
tained by the carrier;

(2) For general aviation airborne mo-
 bile stations in the Air-Ground Radiotelephone Service, the official FAA
registration number of the aircraft;

(3) For stations in the Paging and
Radiotelephone Service, a call sign as-
signed to another station within the
same system.

[59 FR 59507, Nov. 17, 1994, as amended at 59
FR 59955, Nov. 21, 1994; 62 FR 11633, Mar. 12,
1997; 70 FR 19308, Apr. 13, 2005]

§ 22.317  Discontinuance of station op-
eration.

If the operation of a Public Mobile
Services station is permanently discon-
tinued, the licensee shall send author-
ization for cancellation by electronic
filing via the ULS on FCC Form 601.

For purposes of this section, any sta-
tion that has not provided service to
subscribers for 90 continuous days is
considered to have been permanently
discontinued, unless the applicant noti-
ified the FCC otherwise prior to the end
of the 90 day period and provided a date
on which operation will resume, which
date must not be in excess of 30 addi-
tional days.

[59 FR 59507, Nov. 17, 1994, as amended at 61
FR 54099, Oct. 17, 1996; 63 FR 68944, Dec. 14,
1998]

§ 22.321  Equal employment opportuni-
ties.

Public Mobile Services licensees
shall afford equal opportunity in em-
ployment to all qualified persons, and
personnel must not be discriminated
against in employment because of sex,
race, color, religion, or national origin.

(a) Equal employment opportunity pro-
gram. Each licensee shall establish,
maintain, and carry out a positive con-
tinuing program of specific practices
designed to assure equal opportunity in
every aspect of employment policy and
practice.

(i) Define the responsibility of each
level of management to insure a pos-
tive application and vigorous enforce-
ment of the policy of equal opportu-
nity, and establish a procedure to re-
view and control managerial and super-
visory performance.

(ii) Inform its employees and recog-
nized employee organizations of the
positive equal employment opportu-
nity policy and program and enlist
their cooperation.

(iii) Communicate its equal employ-
ment opportunity policy and program
and its employment needs to sources of
qualified applicants without regard to
sex, race, color, religion or national or-
gin, and solicit their recruitment as-
 assistance on a continuing basis.

(iv) Conduct a continuing campaign
to exclude every form of prejudice or
discrimination based upon sex, race,
color, religion, or national origin, from
the licensee’s personnel policies and
practices and working conditions.

(v) Conduct a continuing review of
job structure and employment prac-
tices and adopt positive recruitment,
training, job design and other measures
needed in order to ensure genuine
equality of opportunity to participate
fully in all organizational units, occu-
pations and levels of responsibility.

(2) The program must reasonably ad-
dress specific concerns through policies
and actions as set forth in this par-
agraph, to the extent that they are ap-
propriate in consideration of licensee
size, location and other factors.

(i) To assure nondiscrimination in re-
cruiting. (A) Posting notices in the li-
censee’s offices informing applicants
for employment of their equal employ-
ment rights and their right to notify
the Equal Employment Opportunity
Commission (EEOC), the Federal Com-
munications Commission (FCC), or
other appropriate agency. Where a sub-
stantial number of applicants are
Spanish-surnamed Americans, such no-
tice should be posted in both Spanish
and English.

(B) Placing a notice in bold type on
the employment application informing
prospective employees that discrimina-
tion because of sex, race, color, reli-
gion or national origin is prohibited,
and that they may notify the EEOC,
the FCC or other appropriate agency if