

Letters cont.

Convention consideration

The upcoming leadership convention has become, for some, as interesting as a three hour stats class. But I trust that many are still concerned in how fewer than 2,000 Albertans are choosing our next premier.

I was elected as an uncommitted delegate in Drumheller. As well as reading impartial (?) media reports about the three candidates, I decided to conduct my own investigation of the policies and qualities of Mr. Getty, Mr. Koziak and Mr. Ghitter.

A fellow delegate and I requested a reply by Sept. 20 to a letter asking their views about the following: student finance, agricultural programs and tourism related industries. We thought their responses could help us choose a candidate to support. And the replies did in an unexpected way.

From Mr. Ghitter we received a short pamphlet with his views on agriculture. After receiving no reply from the Getty campaign I questioned one of his workers. The worker explained that he had read our letter, it had been shuffled among other people and possibly lost. In the meantime, another Getty worker told my fellow delegate that our letter had never even been received by the campaign. A peculiar state of affairs considering the first campaign worker knew what our letter was about.

A package was received sent from the Koziak campaign in mid-September. It contained a cover letter referring to our queries, a copy of Mr. Koziak's speech on agriculture, the government's views on education and copies of the latest agreements to provide money for expansion of the tourism industry.

As well, talking to several present and former members of our Students' Union I have discovered that Mr. Koziak is well respected by them. They praised him as one of the most approachable, communicative and helpful MLA's.

As a delegate, I refuse to make my final commitment until the convention itself. But the evidence in my investigation is mounting. I refuse to be swept by the popular tide this Sunday and I hope other delegates will make their decision as thoughtfully as my fellow delegate and I plan to.

Shelley Chapilsk
Arts III

Intolerance

Jon Arnold is certainly correct in his contention that evangelical Christians have no monopoly on intolerance. They also have no monopoly on the religiosity that is usually associated with intolerance. Secular ideologies seem to be fully capable of inspiring religious devotion. There are Christians who maintain that their faith has nothing whatever to do with religion. In any case, the Christian view of human nature is singularly pessimistic and Christians should not be surprised to find all human beings, themselves included, strongly predisposed to be both religious and intolerant.

Alan Rutkowski
Library

Summary annual report ...

FOCUS FOR 1984-85

The President's Advisory Committee on Sexual Harassment was formed at the University of Alberta in 1982 to investigate written complaints of sexual harassment and to work with the four staff and student associations in establishing an educational campaign about sexual harassment. These two areas have been the focus of PACSH's work during the 1984-85. Our brief report to the university community gives only the highlights of an active year's agenda. The report on cases is basically statistical in order to ensure confidentiality.

EDUCATIONAL CAMPAIGN

As part of PACSH's educational campaign, Dr. Leslie Bella, who chaired the committee for the past two years, discussed sexual harassment with a number of campus groups, including Deans' Council, President's Advisory Committee of Chairmen, Administrative Council, student residence groups, the Academic Women's Association, and Campus Security personnel. Requests for interviews from university and local print media have continued at a steady rate. This year, an increasing number of television and radio station sought out Dr. Bella, including the CBC, CKUA, CJCA, CISN, CKST and CJSR.

To test student and staff awareness about sexual harassment, a survey of all staff, and of a representative sample of students, was conducted on a Faculty-by-Faculty basis. Results show that most people know what is meant by the term 'sexual harassment' (between 92%-100%). Knowledge of PACSH's existence as an investigative body ranges from 35%-88% (students) to 93%-97% (staff). PACSH plans to increase the response rate by ensuring that all new and continuing students and staff receive copies of our new information brochure this summer and fall, either by direct mailing, during registration, or through their deans and department chairmen. Posters will again be displayed in high traffic areas of campus and in departmental office and coffee rooms. Publication of this summary annual report is another means of reaching the university campus.

CASES

The 432-TALK telephone line enabled fourteen people to seek advice about situations which might involve sexual harassment. Although callers can be put in touch with any committee member, most chose to meet initially with the person who chairs PACSH. Nine of these fourteen enquiries about sexual harassment problems were, at the request of the complainants, handled without recourse to formal investigative hearings. Informal resolution of sexual harassment problems has, in fact, become a major part of PACSH's work. Many callers did not want to place a formal complaint, but did need to know the options open to them regarding situations related to sexual harassment, including alternative ways to resolve the problem themselves.

Four written complaints reached the formal investigative stage. In two of the formal cases, some form of disciplinary action was recommended by PACSH and implemented by the President.

Recent allegations of sexual harassment were brought to the attention of the PACSH Chair and have been referred to the Vice-President (Academic) for action under article 12 of the Board — AASUA Agreement. The Vice-President's public statement on this matter is attached, together with article 12 of the Agreement.

A wide variety of sexual harassment cases were handled in 1984-85 by PACSH or the PACSH Chair, and emanated from both individu-

als and groups. Some cases involved two people from the same peer group or association, such as student-student cases. In other complaints, members from two different sectors of the university community were involved, such as student-academic staff. Most complaints were from women about men. The majority of cases involved full-time staff or students, although some part-time or trust employees were either complainants or respondents. Some complaints were from men about women, and some same-sex harassment was reported. In short, complaints were received from every University community group about every university community group — no set pattern of complainant/respondent emerged.

PACSH's procedures for dealing with complaints have been under review since the committee was established in November 1982. The original version of the procedures was endorsed by the four Associations — Students' Union, Graduate Students' Association, Non-Academic Staff Association, and Association of Academic Staff University of Alberta. Changes to the procedures have been recommended and adopted in each subsequent year. This year, the committee members who have chaired hearings — representing all four constituencies — reviewed procedures yet again, to fine-tune and clarify. Active liaison with the GFC Campus Law Review Committee was a key element in PACSH's procedural work, since the new Code of Student Behaviour now explicitly lists sexual harassment as an offence which may result in expulsion.

PACSH's membership of 8 was doubled this year by adding 8 alternate members who assist in hearing cases. Our membership is similar to a Noah's Ark: two men and two women from each of the 4 constituent groups — graduate students, non-academic staff, undergraduate students, and academic staff. The Chair is elected annually by the regular members. The Chair's "double" (same sex and same association) is then added to the committee, for a grand total of 17 committee members. The Chair for 1985-86 is Professor Anne McLellan, Faculty of Law.

OFFICE OF THE VICE-PRESIDENT (ACADEMIC)

Formal complaints were lodged in the Office of the Vice-President (Academic) in mid-June, having first been brought to the attention of the Chair of the President's Advisory Committee on Sexual Harassment, Dr. Leslie Bella. As soon as the complaints were received in mid-June they were examined according to contractual procedures contained in the Faculty Agreement between the Board of Governors and the Association of Academic Staff at the University of Alberta (Article 12). That examination process is continuing. Until it is completed absolutely no comment can or will be made. Any comment could jeopardize the examination process or the reputations of the accused and complainants.

The President's Advisory Committee on Sexual Harassment was established in October, 1982. Two people, a man and a woman, from each student and staff association serve on the committee. Their deliberations are in every respect confidential.

The definition of sexual harassment is that which is subscribed to by the Alberta Commission on Human Rights and the Canadian Association of University Teachers.

Article 12 of the Faculty Agreement allows for the examination of complaints which have been referred to the Vice-President (Academic) in writing. There are various grades of disciplinary action. These

include the ultimate penalty of dismissal.

Article 12: Discipline — Dismissal 12.01 In any case where a member of The University of Alberta community believes that good and sufficient cause exists for the discipline of a staff member that person shall so recommend to the Vice-President (Academic) in writing, including a statement of the grounds of the complaint.

12.02.1 The Vice-President (Academic) first considers whether or not there is a *prima facie* case against the staff member. If not, he so advises the complainant and the matter is dismissed. If he considers that there is a *prima facie* case against the staff members, he then provides a copy of the complaint statement submitted under clause 12.01 to the staff member. The Vice-President (Academic) then investigates the complaint.

12.02.2 During the course of the investigation, the Vice-President (Academic) shall provide the staff member in writing with an opportunity (a) to meet with him in order to discuss the complaint and (b) to submit material for consideration. At such a meeting both the staff member and the Vice-President (Academic) may be accompanied by an advisor, each party shall so inform the other in advance of the meeting of the name of any such advisor.

12.02.3 Upon completion of the investigation under clause 12.02.1 the Vice-President (Academic) shall make one of the following decisions:

- Dismiss the complaint
- Impose such penalty as the deems appropriate in the case up to but not including dismissal. Without restricting the generality of the foregoing, the penalty may include one or more of the following:
 - a letter of reprimand or censure.
 - a fine
 - a reduction in salary.
- Recommend to the President that the staff member be dismissed.

12.02.4 As soon as he reaches his decision under clause 12.02.3 the Vice-President shall so advise the staff member and the complainant, in writing, in the event that he decides to recommend to the President that the staff member be dismissed he shall also so advise the President, in writing.

12.02.5 The decision of the Vice-President (Academic) pursuant to clause 12.02.3(a) and clause 12.02.3(b), shall constitute the decision of the Board.

12.03.1 In the event that the Vice-President (Academic) has recommended to the President that the staff member be dismissed the President shall investigate the matter.

12.03.2 During the course of the investigation the President shall provide in writing, the staff member with an opportunity (a) to meet with him in order to discuss the complaint and (b) to submit material for consideration. At such a meeting both the staff member and the President may be accompanied by an advisor, each party shall so inform the other, in advance of the meeting of the name of any such advisor.

12.03.3 Upon completion of the investigation under clause 12.03.1, the President shall make one of the following decisions:

- Dismiss the complaint
- Impose such penalty as he deems appropriate, including dismissal. Without restricting the generality of the foregoing, the penalty may include one or more of the following:
 - a letter of reprimand or censure;
 - a fine;
 - a reduction in salary;

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