

Is UNB's policy on racial discrimination adequate?

by Karen Burgess

At present, there are 527 international students registered at the University of New Brunswick.

UNB has the 10th largest percentage of "foreign and out of province" students of the 46 Canadian universities surveyed by *Maclean's* magazine. Ironically, this University has no official policy for dealing with any complaints of discrimination based on race that these students might have.

The University's Non-Discriminatory Policy, passed nearly thirteen years ago, states that it will not "discriminate against appli-

cants or students on the basis of race, colour, religion, national origin, ancestry, place of origin, age, physical disability, marital status or sex."

As ideal as this sounds, the policy's effectiveness is limited by its failure to outline what the university considers to be discrimination, and its lack of definition of what disciplinary actions the University will take if discrimination is found to be present within the campus community.

Despite the problems with the Non-Discriminatory Policy, the University still wishes for all complaints to be registered with the

Dean of Students office. In addition to notifying the administration, victimized students might choose to report the incident to the Human Rights Commission. Both of these options are explored further in the feature articles below.

Policy statements on racial or ethnic discrimination from other North American universities contain elements which clarify and effectualize their application. While the additional detail may result in a more complicated policy, it nonetheless serves to ensure the proper handling and effective resolution of complaints.

Laurentian University's policy

on Race Relations recognizes that "racial minorities often encounter barriers to their full participation in society."

To help eliminate these barriers, the position of the university is that "All doctrines and practices of racial superiority are scientifically false, morally reprehensible and socially destructive, are contrary to the policies of this institution, and are unacceptable."

The University of Pennsylvania's policy on Racial and Ethnic Harassment outlines the areas to which the policy may be applied by stating that "the prohibition against racial and ethnic

harassment applies to all interactions occurring on campus, in University faculties, or within the context of University related activities."

To further clarify the applications of the policy, it includes a definition of discriminatory behaviour, which is "any behaviour, verbal, or physical, that stigmatizes or victimizes individuals on the basis of race, ethnic or national origin that: a) involves a stated or implicit threat to the victim's academic or employment status; b) has the purpose or effect of interfering with an individual's academic or work performance; and/or c) creates an intimidation or offensive academic living, or work environment".

The University of Winnipeg's policy of 1987, establishes a three person Investigation Committee which will convene, when needed, to deal with complaints of racism. This committee makes recommendations to the President of the University who, in turn will take the appropriate action.

The policy states that the first step will be to resolve the incident through conciliation, with a member of the Investigation Committee as mediator. If this option is unsuccessfully exhausted, the President may take disciplinary action, as outlined in the procedural policy statement, which justifies action "including, but not limited to, dismissal, academic suspension or expulsion" providing there is just and sufficient cause.

While it would be impossible to clearly define all instances considered discriminatory, and prescribe for each an appropriate reprimand, there is need for an elaboration of UNB's non-discriminatory policy to ensure the just and proper handling of possible complaints in the future.

There may also be a need for public awareness and information sessions for both students and faculty to discuss the impact discrimination has on the university community. Sessions such as these, held at Orientation, would assist both in the acclimation of international students to the new culture to which they have been introduced, and in promoting better relationships between all student, regardless of their country of origin.

What to do when faced with discrimination at UNB

by Jane Simpson

Discrimination at UNB is, unfortunately, a very real problem. The question is this: what can be done about it? More specifically, what options are open to students who feel they are being discriminated against?

Thomas Austin, the Dean of Students, suggests seeking his advice immediately following the first act of discrimination. Dean Austin stresses the importance of making the offensive act known by con-

tacting him directly. The idea behind this is to avoid a public confrontation.

Any accusation of discrimination will be investigated. In the case of a student versus student claim, Dean Austin will investigate, as for conflicts between students and professors, the supervisor to whom the professor reports will do the investigating.

Though Dean Austin strongly encourages that those people who feel discriminated against inform

him of the situation, he does not guarantee resolutions of conflict. In fact, though he says "There is no place for discrimination on this campus," Dean Austin admits that there is no schedule of punishments or fines for guilty offenders.

The Dean insists that, although cases of discrimination are not frequent occurrences, the University is prepared to address the issues. However, he also points out the fact that some people may offend out of "ignorance", and in this case,

the charges can be waived.

In cases of discrimination, one's best asset is a witness, or, better yet, several witnesses. Even in instances where the offensive act cannot be proven, it is still advisable to consult the Dean of Students. A written and verbal warning will be issued to the offender, and this reprimand will be documented. Again, Dean Austin says the behaviour of the offender may be able preventable, but there are no guarantees.

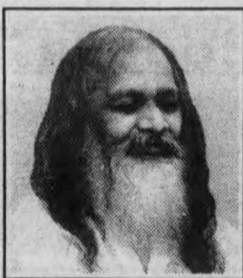
The University Board of Governors issued a Non-Discriminatory Policy in January of 1978, stating: "That the University of New Brunswick... does not discriminate against applicants or students on the basis of race, color, religion, national origin, ancestry, place of origin, age, physical disability, marital status, or sex."

The principle behind the policy is a good one, but, again, there is no specific plan of disciplinary action to supplement it.

In many cases, the issue of discrimination is resolved in a settlement process. However, though the issue may be considered resolved, it does not mean that the outcome is always desirable.

Although it is possible to supercede the chain of command and make your way to the office of UNB's President Dean Austin urges that the problem should be brought to the least formal level.

TRANSCENDENTAL MEDITATION



Maharishi Mahesh Yogi
Founder of the Transcendental
Meditation program

"**K**now what you are and act from your full potential."

What Is TM?

TM is a simple, natural, easily-learned mental technique that is practiced for 15 to 20 minutes twice daily sitting comfortably in a chair with eyes closed. During TM, the mind enjoys a settled state of inner wakefulness, pure consciousness, while the body gains a unique state of deep rest. The TM program, founded 30 years ago by Maharishi Mahesh Yogi, is a practical technique. It does not require any specific beliefs or lifestyle.

Eighteen Years of Research

More than 350 scientific studies conducted in the past 18 years at 160 independent research institutions have shown that TM benefits all areas of life: mind, body, behavior, and environment.

TM LECTURE

FREE INTRODUCTORY LECTURE

ON CAMPUS

Thursday, Nov. 14, 12:30 P.M.
MacLaggan Hall Room 16

DOWNTOWN

Wednesday, Nov. 13, 7 P.M.
Fredericton Public Library
Assembly Room (2nd floor)



Bjorn Lassen,
Doctoral student
in economics,
Georgetown
University

"**T**M develops creativity and broad comprehension. My ability to solve complex problems has improved significantly."



John Hinderman,
Ph.D. Chair, Department
of Philosophy,
University of
Louisville

"**T**ranscendental Meditation brings the wisdom of the ages into modern day life. It's a practical technique for unfolding the mind's full potential."



Angela Orange,
Foreign Language
major, Grinnell
College

"**T**M is a positive addition to life that makes people feel better about themselves. TM helps you to be calmer, improves your outlook, and helps you study."



Steve Hensley,
Undergraduate business
major, University of Florida,
Gainesville

"**O**nce you start TM, you have more of what every college student needs—peace of mind. You find yourself on top of things and in control of everyday situations."



Harbour Lynn
Fischer, Ph.D. candidate
in literature,
Harvard University,
B.A., U.C.L.A.

"**T**M has done more for my intellectual development than any other course that I've taken."

Important Yearbook Photography Notice

Dear 1992 Senior:

YOU FINALLY MADE IT!!! You should be recognized for all of your effort. The '92 UNB Yearbook staff has made special arrangements to have our **NEW** professional photographers, **YEARBOOK ASSOCIATES**, on campus for **SENIOR PORTRAITS** beginning November 12th.

Formal portrait sittings will be taken **FREE OF CHARGE**. A set of colour proofs will be sent for your approval for yearbook selection and you may order personal portraits if you wish. **MAKE AN APPOINTMENT!!! PLEASE STOP BY THE SUB LOBBY AND SIGN UP FOR A DAY AND TIME WHICH IS MOST CONVENIENT FOR YOU**

The 1992 YEARBOOK Staff