

# UNIVERSITY NEWSBEAT

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## Final recommendations on sexual harassment

### Report proposes education and complaint centre

The final report of the Presidential Advisory Committee on Sexual Harassment, released last week, recommends the establishment of a Sexual Harassment Education and Complaint Centre on campus to serve as a central point for complaints and public education into the issue of sexual harassment at the University.

A summary of other recommendations includes:

- that centralized procedures, as outlined in the report, be established for responding to complaints of sexual harassment;
- that the guidelines be widely circulated;
- that all agencies and groups within York University be encouraged to pursue the suggestions for public education outlined in the report;
- that the Senate and Faculty Councils consider the ethical and procedural implications of this report;
- that the procedures detailed here be considered for use in other areas of complaint such as racial discrimination;
- that the matter of the lack of centralized disciplinary and grievance procedures for students be brought to the attention of the Presidential Committee on Student Activity and that they request suggestions and comments in this area from the student community.

Chairing the committee was Ann Shteir, professor of humanities and Adviser to the President on the Status of Women, 1979-81. She sees the establishment of the Sexual Harassment Education and Complaint Centre as the recommendation with the most far-reaching implications. "There is a procedural intention and an educational intention for this Centre," she says. "Although we hope the need for this will wither away, to highlight the issue right now is very important." Prof. Shteir adds that the Centre would continue the educational process begun by the committee and would also serve as neutral territory to assist individuals who have been harassed or complained against.

The report describes procedures for dealing with allegations of sexual harassment that "embody the basic principle of due process."

All complaints of sexual harassment would be channelled through the Centre which would assist the complainant in choosing an appropriate course of action. A complainant wanting to pursue a case must file a Written Report to the Centre within three months of the incident, requesting either mediation or investigative and disciplinary action by the administration. The complainant may wish to try to deal with the issue by way of mediation

rather than by seeking disciplinary action against the respondent, or, the respondent may wish to contact the complainant as soon as possible through a mediator in order to resolve the complaint at an early stage.

Where mediation has failed or a more formal process is desired, administrative action can be pursued through the Vice-President (Employee and Student Relations). The Office of the Vice-President would arrange to interview both parties individually or together as soon as possible. Within 14 days after the interview(s) the Vice-President would reach a decision, finding the allegations substantiated and imposing the appropriate sanctions, or exonerating the respondent of the charges.

Prof. Shteir points out that a university atmosphere gives rise to unique kinds of relationships. "The student is not usually in a position of

power. If sexuality impedes and interferes with the learning process, it can be detrimental under some circumstances," she explains.

The Guidelines for Conduct for members of the University serve the education purpose and encourage consideration of sexual harassment issues, Prof. Shteir believes. "We believe that people should think about their actions in relation to their colleagues, students and fellow workers."

York is the first University in Canada to address itself to the procedural and educational aspects of sexual harassment. "Society has caught up with us," says Prof. Shteir. "When we started we were very much at the vanguard. Now there is a lot of discussion of this in the media." She asserts that this is a positive step in creating widespread awareness of the issue and believes that York has taken an important initiative in solving the problem. The University is

going on record as saying that sexual harassment exists and that it is inappropriate. The University is admitting that it has a responsibility in this area," says Prof. Shteir.

The University is providing 2,500 copies of the report for distribution within the University. Distribution points will include the following offices: President, Vice-Presidents, Faculty Deans, College Masters, senior administrative officers of the University, student programs, student governments, campus unions, Status of Women, Women's Centre, Counselling and Development Centre, Handicapped Student Centre, Health Services Career Centre.

A booklet version, to be published soon, will be sold through the Office of the Secretary of the committee: John Becker, Room S104 Ross, 667-2226.

### Fieldwork prepares students for challenging positions in Sports Administration

For the 20 full-time and part-time students in the Sports Administration Program of the Department of Physical Education and Athletics, learning is not necessarily synonymous with sitting in a classroom. This spring four students will be the first to graduate with a certificate in this two-year program that emphasizes practical experience through fieldwork in various sports associations, combined with a required set of core courses, including Policy Development in Sport, Facilities Management, and Behavioural Approach to Administration of Physical Education and Sport.

As the business of sport becomes an increasingly complex affair, educational institutions have had to meet the challenge of training prospective administrators in this field. "The actual job of sports administration is becoming more complicated," says professor of Physical Education, Bryce

Taylor, who also coordinates the program. "Some of the budgets are equal to those of small businesses and people are not equipped to handle this with their former training."

With demand exceeding the number of places available, the program has attracted a wide range of students varying in age from 19 to 45, seven of whom already hold undergraduate degrees.

"We prepare students to meet the demands of the workplace," says Prof. Taylor, and to this end students have been placed in a variety of sport-related institutions to hone their experiential skills. Last year students were working in areas such as Sports Information at Seneca College, the Ontario Synchronized Swimming Association, the Ontario Amateur Football Association and the Canada Cup.

In a field that is changing so rapidly, the certificate represents

a unique opportunity for students to acquire formal identification of their skills, Prof. Taylor explains. Even the choice of six adjunct professors, drawn from sports institutions, such as Hockey Canada, and the

YMCA, reflects the professional tenor of the sports administration course.

"We are trying to develop skills and academic data that will allow students to prepare

themselves for change tomorrow," says Prof. Taylor.

Applications are still being accepted for the program and may be picked up in Rm. 133, Founders College. For information call 667-2437.

#### 'The Public Eye'

### Student production wins two awards



The members of last year's Fine Arts 319 television course not only fascinated audiences with their 18-minute production, *The Public Eye*, but they picked up two prestigious awards at the same time.

The class, under the guidance of David Homer, Director of the Division of Instructional Aids and Resources, received CBC's 1981 Telefest Award and the 1981 Award of Excellence from the Association for Media and Technology in Education in Canada (AMTEC).

The production explores the humorous and vitriolic world of political and editorial cartoons and attempts to gauge their influence upon the collective mind of the public.

Pictured above, from left to right, at the AMTEC Awards Ceremony is Maria Pimentel, producer; Rein Suurallik, writer and director; and Lou Wise, President of AMTEC and Director of Teaching Aids for the Toronto Board of Education.

There will be two screenings of *The Public Eye* on Friday, February 12, at 12:00 and 12:30 p.m., in Rm. 035, Central Square (basement), in the DIAR screening room.