
Entomologist honoured

Entomologist Eugene Munroe has received the Entomological Society of Canada's gold medal in Toronto.

The medal, which is the society's highest award, was presented to Dr. Munroe for his work with other entomologists on a project that is expected to identify 15 000 species of moth and butterfly in North America. The presentation was made at the joint annual meeting of the entomological societies of the United States, Canada and Ontario.

Monumental species project

The project, which is funded by a grant from the National Science and Engineering Research Council, is being handled by Dr. Munroe and seven other entomology editors in the United States. Research has been underway for ten years and is expected to take another 30 years to complete. It will consist of 21 volumes, made up of some 150 individual books of data, each with some 200 pages. The books will explain just about everything there is to know about the moths and butterflies.

Much of the research and work is done by Dr. Munroe at his home in Dunrobin, Ontario but it has also taken him to every continent except Antarctica.

Dr. Munroe's interest in entomology began early and he began collecting butterflies and moths seriously when he was about nine years old. He later studied



Entomologist Eugene Munroe displays South American moth from his collection.

entomology, has taught it and has served as a medical entomologist with the armed forces in the Second World War. He was the first science adviser to the science secretariat of the Privy Council Office and later became principal scientific adviser and head of studies.

Eventually he began to do research with the Entomological Research

Institute. He has also been editor of the *Canadian Entomologist* and president of the Entomological Society of Canada.

Since his retirement from the government service in 1979 he has been involved in the North American species project and he is a research associate with the Lyman Entomological Museum and Research Laboratory at McGill University.

Guidelines on personal harassment introduced

The federal government has taken the lead in combating personal harassment in the workplace with the recent introduction of policy guidelines for the public service.

Treasury Board President Herb Gray and Minister responsible for the Status of Women Judy Erola, announced the policy at year's end, following the implementation of an awareness campaign directed at federal public servants.

New measures

The measures under the policy are designed to foster a working environment where personal harassment will not be tolerated. Mechanisms have been introduced to provide for enforcement of the anti-harassment policy.

A brochure has been distributed to all federal public servants outlining the

policy on harassment, making clear that any act of personal or sexual harassment as defined will be subject to serious disciplinary measures.

Definition

Under the policy, personal harassment is defined as any behaviour that is directed at and is offensive to an employee or endangers an employee's job, undermines the performance of that job or threatens the economic livelihood of the employee.

Sexual harassment includes offensive sexual comments, gestures or physical contact that is considered objectionable or physical contact that is considered objectionable or offensive; it is behaviour that is deliberate, one-sided and both males and females can be victims of it.

Departments and agencies have been asked to establish a redress system with a

senior officer responsible for resolving complaints of harassment. This person will report directly to the deputy head and, preferably, will not be part of other redress areas such as staff relations.

Employees who feel they are being harassed should make their feelings known to the harasser and, where there is more than one incident, keep a written record of the instances. At any time, employees may report the matter to their supervisors; if the supervisor is the person doing the harassing then the employee may go directly to the departmental contact. Such complaints are to be treated in confidence and no record will be placed on the complainant's personal file. If the employees are not satisfied with actions taken by their department, they may refer the complaint to the Anti-Discrimination Branch of the Public Service Commission or to the Canadian Human Rights Commission.