

## Harassment procedures in chaos

By ELIZABETH DONOVAN

PLAGUED WITH THREATS of legal action and procedural problems, Dalhousie's recently established sexual harassment grievance committee is off to a rocky start.

The president's advisory committee's report—*A Plan for Positive Action*—was released in January, 1984. Before it was even ratified by the Board of Governors, the committee was hearing a complaint against a faculty member made by someone on Dalhousie's staff.

Eight months, numerous meetings and dozens of interdepartmental memos later the case is no closer to being resolved than it was when the staff member first laid the charge.

The complainant is now facing threats of a defamation suit from the faculty member. Other faculty members are questioning the need for any procedures.

David Lewis, chair of the sexual harassment panel hearing the case, says the informal procedure was not successful in coming to a resolution. A panel was then formed to begin the formal procedures.

"The panel was meeting and received correspondence from the complainant and the respondent, but we did not get beyond the procedural matters before the complainant withdrew her charge," says Lewis.

Caroline Zayid, DSU VP External, and student representative on the panel, says until the June Callwood column she and others on the panel had never known the identity of the third person involved in the case.

English professor David Fraser, the third party in the case, says he brought Dalhousie's sexual harassment case to a Civil Liberties Group meeting of which Callwood is a member.

Fraser admits Callwood could have written the column without identifying the university and names of the parties involved. But he hopes the publicity may provoke the administration to reconsider the effects the new sexual harassment policy will have on freedom of academic research.

In a recent issue of Canadian Association of University Teachers (CAUT) Bulletin, Fraser submitted a letter criticizing Dalhousie's new sexual harassment policy.

Fraser says the procedures that have been set up were based on the "flimsy" results of a student union survey in 1982, asking students whether there was a problem of sexual harassment on campus. He says using two ombudsmen would be a more appropriate ad-hoc route to handle cases.

"It's hard enough to come forward in a positive environment with a sexual harassment complaint. There were examples of cases carried out in an ad-hoc way and that's why we need a (formal) policy," says Boyle.

Dalhousie Faculty Association president Sandy Young says there were a "whole bunch of procedural problems" which led to the DFA issuing an injunction on the hearings. The DFA became involved because the respondent is a member of the association.

Law professor Christine Boyle, member of the original advisory committee, says criticisms of the procedures are inaccurate because the actual grievance procedures were not ratified until months into the case. The advisory committee had not been selected, making it difficult to carry out the procedures.

Young says the charges against the respondent were never made explicit.

Lewis disagrees with the DFA's interpretation of the charge.

He says the alleged incident was described in detail in a letter. The respondent knew the incident constituted sexual harassment under section four.

The *Plan for Positive Action* report defines sexual harassment as "sexually-oriented remarks or behavior on the part of a person who knows or ought to know that such remarks or behavior may create a negative environment for work or study."

Young maintains the DFA and the respondent had no choice but to try and stop the hearings because the respondent couldn't attend a hearing without knowing specifically what charge was made against him.

Much of the recent controversy stems from June Callwood's column in the *Globe and Mail* (Jan. 25) that revealed the names of the parties involved in the case.

"We (the panel) tried to be so careful to ensure confidentiality that I typed the minutes from the proceedings myself, rather than let the secretary do it. It was a great shock to see it in the *Globe and Mail*," says Lewis.

Education professor Tony Laidlaw says Callwood didn't get information from the two parties directly involved in the case, but rather a third party that was not even involved or mentioned in the proceedings.

"The sexual harassment definition as outlined in the document has heavy connotations and could ruin a professor's reputation based on hearsay information," says Fraser.

Boyle says the original advisory committee bent over backwards to protect all parties involved.

"Once the panel decides whether the respondent is guilty or not, the results go to the president and implementation of their decision must begin in fifteen days. What Fraser forgets to mention is that nothing can happen to the respondent until there has been another review under the DFA collective agreement," says Boyle.

Boyle and other members from the original advisory committee are worried that this case will make it more difficult for women to make a complaint of sexual harassment in the future.



Alex Gigeroff, DSU president, found it a sheer delight to open Halifax's newest radio station, CKDU-FM, 97.5 on the dial. Photo: John Davie, Dal Photo.

## Arts, science programme may change

By LAURA PRATT

STUDENTS IN ARTS AND sciences at Dalhousie may soon face changes in their programmes. After two and a half years, an ad-hoc committee set up to review arts and science curriculum has submitted a final report outlining recommendations for change in four areas. The committee recommends:

- an advanced major programme which would take students four years to complete with 20 credits rather than 15.
- an English proficiency requirement determined by mandatory writing class and an English qualifying examination that must be passed before a student can graduate.
- course limits for summer students can be increased from two to 2.5 credits bringing the summer term workload to the maximum workload for the regular academic year.
- revision of the calendar to remove any classes that are not offered for three consecutive years, the identification of all classes that will not be offered in that academic year, and an indication of when such classes will be available.
- encouragement for departments to improve arrangements for advising students.

A survey conducted by the committee found that most students and department chairs were unhappy with the amount of advice students receive. Tom Sinclair-Faulkner, religious studies professor, and committee chair says he feels student advis-

ing is an area that does not receive enough attention. He says students in honours programmes seem to have few complaints, but those in major programmes receive little academic advice, and those in first year receive practically none. Advising should be more structured, because it plays an important role in the success of a student's academic career, says Sinclair-Faulkner.

The recommendations in this report have to be approved by the faculty, senate, and then the Maritime Provinces Higher Education Commission (MPHEC). In 1982, the MPHEC approved the programme, with the condition that the three year programme be scrapped. The committee, however, wants the two programmes run side by side, for a three year experimental period. This would leave the decision about which programme to enter, up to the student.

Sinclair-Faulkner says "the ad-hoc committee on curriculum review has not proposed a radical break from the standard curriculum of electives, credits and major that characterizes almost all North American universities." He says it does propose that "Dalhousie departments and faculty members become more self-conscious about their duties and opportunities within that standard pattern." It is important to ensure that those who are awarded a degree have received a liberal education, says Sinclair-Faulkner.

The committee was struck in 1982 and is composed of faculty and students.

## "Lebanon a disaster," says Israeli

By DAVID OLIE

ISRAEL'S POLITICAL NEW wave washed up on Halifax shores Jan. 6 with the visit of Lt. Col. Amos Gilboa of the Israeli Defense Forces (IDF).

Gilboa spoke to a small group of Dal students and members of the local Jewish community in the Green Room of the SUB.

Gilboa is eager to see the IDF pull out of Lebanon.

"I think to stay in Lebanon for two years was a disaster," Gilboa said. "With the help of God and the help of the people we will bring the army back to the border of Lebanon."

Gilboa is critical of the performance of Ariel Sharon, Israel's minister of Defence during the 1982 invasion.

"Sharon was fairly in love with (Bashir) Gemayel, (the late head of the Christian Phalange)," said Gilboa. "He trusted only Gemayel's family."

Gilboa said he sees this and other mistakes by Sharon as chief reasons for Israel's long stay in Lebanon. He made no mention of Sharon's possible role in the September, 1982 massacres in the Sabra and Chatilla Palestinian refugee camps.

Gilboa also suggested the growing idea that, as a democracy, Israel has a special responsibility to keep the peace in the Middle East.

"We are lucky to be the only democracy in the Middle East," he said. He is also positive about the prospects for peace between Israel and Jordan.

He said he defends the actual invasion of Israel's northern neighbour.

"South Lebanon had become a base for international terrorism," he says. "Ninety-five percent of Israelis accepted the step."

Gilboa does not foresee any accommodation between Israel and the movement to create a Palestinian homeland. During part of his talk he reviewed past atrocities committed by the PLO.

Gilboa also blamed the American media for declining support for Israel in the West. "(US television) showed Israeli soldiers as butchers," he said. During the siege of Beirut in 1982, Gilboa says the American networks broadcast 600 minutes of "anti-Israeli coverage" and only ten minutes of objective reporting.

Gilboa said most of his views come from first-hand experience of events. He served as a paratrooper in the Six-Days War, of 1967 and as commander of the Israeli Druze Brigade in the Golan Heights in October, 1973. He also taught at the Military Staff College in Israel.

Gilboa is currently touring North America as part of a program to recruit students for Israeli universities.