

Having sexual policy clearly spelled out is advantageous - Horsley

by Allan Carter

Fred Horsley and Larry Finkleman of the UNB counselling service are both very pleased with the changes to the sexual harassment policy at UNB.

Having the policy clarified and "clearly spelled out is advantageous because everybody knows what procedures to follow," says Horsley.

In explaining sexual harassment, Finkleman says there are various ranges of behaviour, including verbal expressions, leering at another's body and unwelcomed hugging, kissing or fondling.

While both sexual harassment and assault involve coercion, what is important to remember is that the two cannot be generalized into one due to the different terms of severity and intensity.

As opposed to harassment, sexual assault usually involves physical force which, according to Finkleman, could be from pulling hair to giving someone a lot of alcohol or drugs.

Although Finkleman sees the sexual harassment policy at UNB as being very positive, he hopes that in time

prevention and educational programs will be developed on the issue.

Horsley adds that the policy is good because it shows the university as setting the tone and taking a stand on sexual harassment, informing everyone that this type of behaviour will not be tolerated.

In dealing with people who report sexual harassment, Finkleman and Horsley believe the informal process of the policy is essential because they can direct these people to an advisor who can investigate the situation.

Horsley describes the advisors as people who are knowledgeable about sexual harassment and who can try to intercede into a situation in a negotiable manner.

If a solution cannot be found by just directly speaking to the harasser, Horsley is confident that the policy "has some teeth in it" to make it perfectly clear to the harasser that his/her behaviour is not acceptable, nor will it be tolerated at the university.

While counselling services directs people who report sex-

ual harassment to an advisor to deal with the complaint, Finkleman and Horsley stress the fact that they still stay in contact with the individual to help him/her deal with any long term problems and in case he/she needs emotional support.

"The reality of course," say Horsley is that sexual harassment is nothing new, but (in the past) it was not made explicit, it happened, but nobody talked about it. Now we are going to talk about it."

Moreover, Finkleman points out that if there is a possibility that with the new informal procedure, counselling services might see more students who need additional support in dealing with sexual harassment

Both Finkleman and Horsley stress that coercion is part of sexual harassment and if a student or employee has a lot invested into his/her work or studies and someone tries to coerce that person into doing something he/she prefers not to, a lot of pressure is created, leaving that person who was harassed in an emotional trauma.

Assault - The intentional or threatened use of force against another person without his or her consent.

Rape - Penetration of the vagina by a penis without the consent of the woman.

Consent - An Unimpaired (by mental capacity or by mind-altering substances) agreement to sexual activity.

Date/Acquaintance Rape - Coerced or forced sexual penetration with someone known to the victim - lover, friend, date, classmate, residence mate, employer, teacher, neighbour, etc.

Sexual Assault - Intimate sexual contact with another person against his/her will including kissing, fondling, touching of sex organs, oral sex, and vaginal or anal sex. Includes rape.

Adapted from: ... after sexual assault ... Your guide to the criminal justice system. 1988. Department of Justice, Canada. and U.N.B. Sexual Harassment Policy.

Sexual Harassment - Conduct of a sexual nature such as verbal abuse or threats of a sexual nature, unwelcome sexual invitations or request, demands for sexual favours, or repeated innuendos or taunting about a person's body, appearance or sexual orientation when:

- submission to such conduct is made a term or condition of employment, academic status or academic accreditation, or
- is used as a basis for employment, or for academic performance, status, or accreditation decisions, or
- such conduct interferes with an individual's work or academic performance, or creates an intimidating, hostile, or offensive working or academic environment.

Policy

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offensive. "In many cases, this direct approach might be all that's needed to resolve the situation. No formal complaint would then be necessary," Ms. Magee said.

The second group, the facilitators, will act as neutral third parties who help complainants and perceived harassers to find a solution acceptable to both. "Facilitators won't impose personal views or render a decision," explained Ms. Magee. "Their role will be to help the disputants find their own common ground." A facilitator acceptable to both parties would be chosen from the list of potential facilitators in the university community established by the three UNB vice-presidents.

Unlike the direct approach, facilitation will require a written, signed complaint. But

it is an informal process that does not involve the kind of structured procedure required by a formal investigation. "The goal of facilitation is to find solutions to problems rather than concentrate on penalties or sanctions," Ms. Magee said. Under the new policy, any of the three procedures is available to complainants and an informal approach is not a prerequisite for a formal investigation.

The volunteers who are selected to act as advisers or facilitators will have a number of special qualities. "Both functions call for people with strong communication skills, diplomacy, discretion and a certain level of life experience,"

Expansion

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He explains: "Originally Wayne Carson (past S U President) wanted to set up a fund of \$60,000 for SUB Expansion. After a lot of de-

Ms. Magee asserted. "Advisers especially must be able to be sympathetic and empathetic while maintaining professional detachment. As mediators, facilitators must be - and be perceived to be - completely neutral and good, patient problem solvers. They'll also need writing skills, because facilitators are required to prepare a written report. Members of both groups will receive appropriate professional training.

Ms. Magee is sending a notice to all regular faculty and staff members on both campuses to explain the new policy and procedure and to ask for volunteer applicants for the adviser and facilitator groups.

bate, \$20,000 and a study for next year was decided on. But people had never really defined what they needed and found necessary for the SUB Expansion.

"Once that's decided then we can decide what and how to go about expanding it," adds McGee.

News Notes

Law students finish third

(UNB-PRI) Four law students from the University of New Brunswick in Fredericton finished third in the Gale Cup Moot Court Competition, a national event involving 17 of Canada's 21 law schools.

UNB's team, comprising third-year students Lydia Bugden, Cheryl Hodder, James Mockler and Ross Pierce, defeated Osgoode Hall and Laval in two preliminary rounds. In the final round they defeated the University of Manitoba but lost on points to the universities of Victoria and British Columbia. The competition counts as a course with written and oral components, and the students receive a grade based on their performance.

This year's Gale Cup Moot Competition involved an issue of constitutional and criminal law concerning the admissibility of statements taken by an undercover police officer in a jail cell. The preliminary rounds were judged by members of the judiciary from across Canada, while the panel of judges for the final round consisted of Brian Dickson, recently retired chief justice of the Supreme Court of Canada, and two current members of the Supreme Court of Canada, Madame Justice Claire L'Heureux-Dube and Mr. Justice Peter Cory.

The Gale Cup Moot Competition, named for William Gale, a former chief justice of Ontario, has been held annually since 1974 under the sponsorship of the Ontario branch of the Canadian Bar Association. UNB's participation in the event was sponsored this year by the New Brunswick branch of the Canadian Bar Association and the New Brunswick Law Foundation.

Human Rights Celebration

Press Release

If you are a student at Fredericton High School and if you have a valid ID card, you are invited to the upcoming *Human Rights Celebration with UJAMAA* at the Fredericton High School cafeteria on Saturday April 6, 1991 at 7:30 p.m.

Dance to the great music of UJAMAA and learn about human rights, peace and social justice. All you need to bring is yourself because this event is free!

This event has been organized by the Atlantic Human Rights Centre at Saint Thomas University with the cooperation and support of the Department of the Secretary of State (Human Rights Directorate), the Human Rights Awareness Association of Fredericton, the Fredericton High School Administration and the FHS Student Council.

For further information on the *Human Rights Celebration with UJAMAA*, please contact Melynda Jarratt at the Atlantic Human Rights Centre, STU 452-0549

Breakthrough on quality needed

(UNB-PRI) Business leaders recognize that a breakthrough in quality is needed to regain profits and global competitiveness. In the last decade, a number of companies have met the quality challenge with outstanding results.

An international videoconference at the University of New Brunswick in Fredericton will not only address how these enviable outcomes in quality improvement have been achieved but also how they can be applied to other organizations. The conference will be held on Wednesday, April 10, from 12 noon to 4:30 p.m. in Gillin Hall, Room C111. To register, contact Thelma Mofford in the UNB dean of engineering's office, at 453-6179. The \$20 registration fee should be paid by Friday, April 5, to reserve a seat.

This live, interactive conference is sponsored by the Chair for Technology Management and Entrepreneurship and the Centre for International Marketing Department of Commerce and Technology.

A second videoconference, entitled *Business and Management: The Rebirth of Manufacturing and Managing Your Self-Development*, will be held at UNB on Thursday, May 2. The registration deadline for this conference is April 25.

Preparing for Environmental Cation

Press Release

The New Brunswick Environmental and Development Group in cooperation with the provincial Department of Environment is sponsoring a series of workshops entitled *Preparing for Environmental Cation*, beginning on April 12-14, at Holy Cross House at Saint Thomas University. These sessions are targeted for community groups, service clubs, environmental groups and other people interested in developing environmental projects in their communities.

To register or to find out more information please contact Elaine Perkins (506) 458-9102 or 455-0597 or write: 181 Charlotte St. Fredericton, NB E3B 1L3. Travel subsidies are available for groups with limited funding and childcare will be provided.

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Press Release

The 1991 Winter Senior Report April 3, was success by all

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