

SUB THEATRE ☆ presents ☆

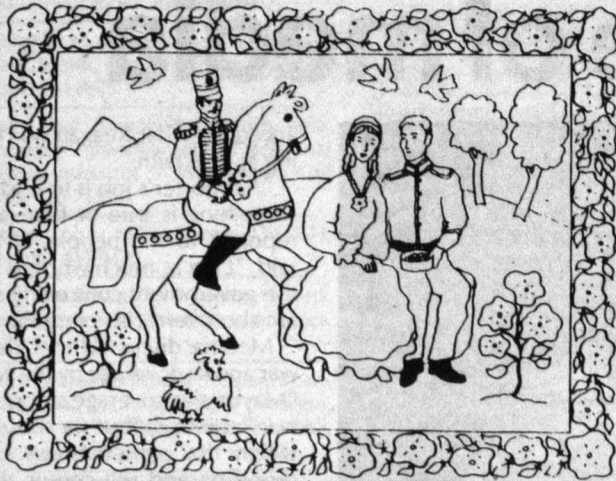
Arms and the Man

The Vancouver



ON TOUR BY POPULAR DEMAND.

a comedy by George Bernard Shaw



"It's great fun" — THE PROVINCE

"... full of comic strokes" — THE VANCOUVER SUN

"... light and delightful entertainment" — CHQM

ONE SHOW ONLY
THURSDAY, NOVEMBER 27
8:00 p.m.

SUB THEATRE

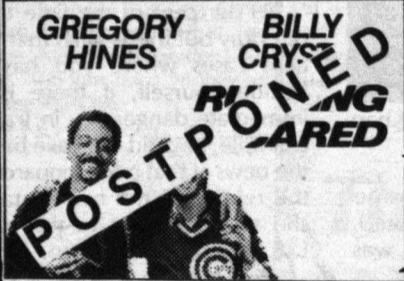
Tickets available at all BASS Outlets
Charge-by-phone: 451-8000
INFORMATION: 432-4764

\$1.00

☆ MOVIES ☆

\$1.00 for U of A Students
(\$3.50 for Non-Students)

AT SUB THEATRE



FRIDAY NOVEMBER 28
• M

TICKETS AVAILABLE AT DOOR
½ HOUR PRIOR TO SHOW



SHOWTIME:
8:00 P.M.

LEGAL EAGLES

THE NEW COMEDY FROM THE DIRECTOR OF GHOSTBUSTERS

SATURDAY
NOVEMBER 29
• PG

SUB THEATRE CONCERTS

Labatt's *Blue Live* small victories TOUR '86



The Parachute Club

with the PARTLAND BROTHERS

Edmonton Convention Centre

Saturday
November 29
8:00 P.M.

TICKETS: ALL BASS OUTLETS
CHARGE BY PHONE: 451-8000
presented by:

The UofA Students' Union



DINWOODIE LOUNGE

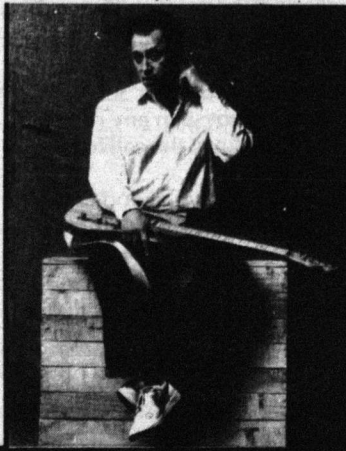
SUB
2nd Floor

DAVID WILCOX

Saturday, Nov. 29 - 8:30 p.m.
Tickets: Jubilee Box Office, Varsity Drugs
HUB & SUB Info Booths & Club Members

NO MINORS — AGE I.D. REQUIRED

presented by the U of A Ski Club



Major reforms for PACSH

by Ken Bosman and Suzanne Lundrigan

In the aftermath of last year's sexual harassment uproar, during which a U of A professor of Educational Psychology was suspended for six months without pay, parties involved in the university committee formed to deal with harassment continue to have problems with the process and effectiveness of their work.

The President's Advisory Committee on Sexual Harassment (PACSH) was formed in 1982, yet ongoing problems remain.

The university administration remains divided over the matter of secrecy and to what extent the names of persons found guilty of sexual harassment under university procedures and definitions should be released to the public.

University VP-Academic J. Peter Meekison argues against the release of the names of persons found guilty by the university.

"All university discipline procedures are confidential... we don't reveal the names of students found guilty, for example," he said.

The Chairman of PACSH and Associate Dean of Law Anne McLellan disagree, however.

"My personal opinion is that there is a benefit to the university community in knowing who that person is, and what they have been found guilty of. If someone is found guilty, it may be useful for students, for example, in the selection of courses."

McLellan also expresses concerns over the current methodology of PACSH and will be proposing, along with the committee, "major procedural reforms."

She added: "As a lawyer I see some problems in terms of fairness and natural justice."

Two recommendations by McLellan pertain to making the procedures of PACSH more judicial.

The current procedures, under which neither the person filing the complaint nor the respondent, meet each other or have access to legal representation, is also a concern of McLellan's.

"Both should be advised that they can have either a representative or counsel with them," she added. "The accused individual has the right to meet the accuser."

McLellan also acknowledges the current sexual harassment procedures may render PACSH superfluous in some cases.

Under the current agreement between the Academic Staff and

the Board of Governors, disciplinary procedures, including sexual harassment, must be handled according to the agreement.

Explains McLellan, "The jurisdiction of PACSH is at an end" after it recommends action to the President.

Because of this, a student wishing to complain about sexual harassment received from a professor might have to face two inquiries. Firstly, an inquiry by PACSH and then a second under Article 12 of the Staff agreement. (Potentially a third inquiry, should the defendant wish to appeal the decision under section 12).

Because of this, "In certain circumstances I might recommend they proceed directly under article 12," said McLellan.

George Walker of the Non-Academic Staff Association (NASA) has larger, less legalistic concerns. In explaining NASA's "current policy of non-involvement" in PACSH, Walker related the case of the PACSH handling of two sexual harassment complaints laid by NASA members.

"(PACSH) listened to the complainant and the respondent and said 'Sorry, there's no case...'"

Subsequently, NASA took the two cases to the Alberta Human Rights Commission at the expense of some 35-40 thousand dollars. Walker concluded "They (PACSH) did not do an adequate job of investigating the complaint."

Walker, too, is concerned about secrecy within the process: "If a cloak of secrecy is dropped, other people have no way of forming judgement if they should proceed with a complaint."

NASA has negotiated with the university a clause in the collective agreement which provides for sexual harassment grievances to be handled totally outside of PACSH.

Walker also questions the effectiveness of PACSH. "I believe it's toothless," adding, "I'm sure there are a lot more incidents that go unreported."

Statistics may indicate that, indeed, PACSH does not receive information on the true scope of sexual harassment at the U of A.

The 1985-86 annual report of PACSH indicated that in the four year period 1982-86 PACSH received 47 inquiries, and that in 1985-86, 15 inquiries were received.

Of the 15, six were resolved informally, one case ongoing, while eight persons did not follow up the initial contact with PACSH.

DIE decisions

It is the responsibility of the parties to provide sufficient evidence at a hearing of the Discipline, Interpretation and Enforcement (D.I.E.) Board to substantiate their claims or accusations. The Board found that D. Beauchamp and F. Hodgins did not provide sufficient evidence to prove that the Students' Union Executive participated in or were a party to the alleged destruction of copies of the newspaper "The Looking Glass" in the Students' Union Building. As a result, the Board found that the Students' Union Executive did not violate Article II of the Students' Union Constitution.

The issue of the applicability of the Canadian Charter of Rights and Freedoms to the Students' Council and the Discipline, Interpretation and Enforcement (D.I.E.) Board was also raised. Since the Board found

that there was insufficient evidence to substantiate a Charter breach, the Board need not rule on the Charter's applicability at this time.

The Discipline, Interpretation and Enforcement (D.I.E.) Board could find no evidence of discrimination whatsoever on the part of Miss Barb Higgin (Vice-President (Internal Affairs) of the Students' Union) against Mr. Sapard Ng-Kalala or the African Students' Association. As a result, the Board found that Miss Higgin did not violate Article II of the Students' Union Constitution.

The Board found that Mr. Ng-Kalala should have appealed this matter to the Building Services Board in the first instance, pursuant to Section 7. of The Clubs Bylaw and not directly to the Discipline, Interpretation and Enforcement Board.