

SPECTRUM

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LEGALEASE

SEXUAL HARASSMENT

Sexual harassment is a problem which has recently begun to attract the attention it deserves. Part of the reason for its increased prominence is the great increase in the number of women in the workplace. More importantly, however, it has become a topic that people are willing to talk about. As awareness of the problem grows, so does the potential for solutions. This is demonstrated by the many institutions that are now implementing policies to deal with the problem of sexual harassment. The University of New Brunswick has implemented such a policy. A copy of the Policy and Procedure manual is available from the Department of Personnel Services.

It should be noted that although most people think of sexual harassment as taking place in an employment situation, with the victim being female, there are many variations on the problem. For example, a man may be the victim, and instead of an employment situation, it could take place at an educational institution.

HOW IS SEXUAL HARASSMENT DEFINED?

This is something which is very difficult to define because what may be acceptable behavior to one person may be unacceptable to another. Sexual harassment, therefore, can take a very subtle, but disturbing form. A basic definition is any unwanted sexual conduct that affects the conditions of employment. This definition is demonstrated in the following situations:

- making verbal remarks or jokes of a sexual nature which are intended to embarrass because they are suggestive, insulting, or derogatory.
- displaying offensive pictures or photographs.
- any unwanted physical contact.
- starting or leering at another person's body.

Sexual harassment refers only to behavior which is unwelcome. Basically, if the person who is doing the leering, touching, or suggesting knows that it is likely to bother the other person, then it can be considered sexual harassment.

WHAT CAN I DO IF I HAVE SEXUALLY HARASSED?

You need only be harassed once in order to file a complaint. The incidents need not be repeated or continuing.

The University has a written policy for dealing with cases of sexual harassment. It states in part:

"The University of New Brunswick will not tolerate sexual harassment and has established a Policy and Procedure to help students and employees who are being harassed. You have every right to protect yourself from sexual harassment and you have the options of

both informal and formal methods of solving the problem. A complaint of sexual harassment will be treated as a serious matter and shall be acted upon promptly, fairly, judiciously, and with due regard to confidentiality for all parties concerned."

IN THE PINK

"GAY AND LESBIAN PRIDE--20 Years since Stonewall"

By James Gill

Some people have taken exception to, or at least questioned using the title "In the Pink" for this column. I was accused by one person of perpetuating a stereotype. I beg to differ, I think the title reflects gay and lesbian pride.

The term "In the Pink" had always meant in good spirits or good health. I think that this is a very good image for the lesbian and gay community to promote. We have too often been cast as miserable, neurotic people who lead somewhat hopeless lives. Nothing could be further from the truth. Certainly the stresses involved with coming to terms with homosexual orientation can cause some emotional problems but we are as well adjusted as any other group.

The colour pink also provides a connection with the gay and lesbian movement. This does not stem from any perpetuation of effeminate stereotypes but rather from the pink triangle. In Nazi Germany, just as Jews had to wear yellow stars, homosexuals had to wear pink triangles. We have adopted the pink triangle as a symbol of our struggle against social injustice and oppression. Thus, I think that the title "In the Pink" is a good one.

The community at large must realize that the lesbian and gay community is not going to go away, and it will not be patronized. I have heard reports that some people were upset that the Beaverbook contained not only a paragraph about GALA, but also, horror of horrors, a half page about gay life in town. This is pretty bigotry of the least defensible kind. The gay and lesbian community are among the only minority groups against whom people in New Brunswick can still legally discriminate; and a group which includes ten percent of every other group in society. To assert that we are taking up too much space or too much press time is to assert that our issues are not valid. We have the right to be heard, we have the right to organize, and we have the right to fight for those rights which ought to be ours.

Historically the lesbian and gay community has been forced to stay in the closet, and has been denied the opportunity to voice its issues. From the first gay organization, The Mattachine Society, in the 1950's, we have been slowly eroding that suppression. On June 28, 1969 the New York Police Department staged a raid on a bar in Greenwich Village called the Stonewall Inn. This, in and of itself, was hardly remarkable, the NYPD had been regularly raiding gay bars and printing the names and addresses of those arrested in the newspaper for a number of years. What was remarkable was that the patrons did not run away, but rather, they turned and fought the police, throwing bricks, glass, rocks--even a parking meter.

This event has been called the Bastille Day of the Gay Revolution, however, like many revolutionary initiatives the press coverage was minimal or suppressed. The story was reported in one third of a column on page thirty three of The New York Times. It would seem that the editors did not think that New York's finest being involved in a forty five minute riot with 'a bunch of fairies' was newsworthy.

History has proved otherwise. In the last twenty years gay men and lesbians have begun to refuse to be suppressed. In the face of violence and discrimination we are not buckling under, but rather, we are proud of who we are.

To those who say we are vocal I would merely say that you cannot get rid of a social problem by silencing those who are fighting it. Racism, anti-semitism, sexism and heterosexism are social ills which we must all work to cure whether we are the victims of these ills or not. We cannot ignore or tolerate them. Those who are the victims of such social disregard must take pride in their difference and that pride as a source of strength.

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campus." This must have been what led to the article written about the Aitken Club Med Social, on the front page of the October 27th issue of the Brunswickan. This article had to be the worst thing I have ever read in my life. None, and I repeat, none of the information was correct, and you went as far as purposely misquoting people. When I called the Brunswickan to complain, on Friday afternoon, I was informed by Allan Carter (hope I spelled it right), the News Editor, (and I quote again PROPERLY): "I am sorry Mr Lazar but your quotation was cut up to fit the context of our story." I had given Allan Carter a quote to use in the story, that when put in the context I stated it in, would have made his whole article look redundant. Are you guys at the Brunswickan so desperate for articles that you have to slander people?

If you are going to go tabloid, you could at least inform the general student population.

You people did not seem to state one bit of true information. For example: we are allowed 208 people at an Aitken social not 144; Aitken socials are not easy to sneak into, considering there is only one way in and one way out (and I won't even mention the number of CP's at the door) Maybe it was another house or campus you were thinking of considering they have up to three possible entrances. You should research your facts before you print your stories, or did you first write the story and then research it.

My final beef with the Brunswickan is that when someone spells out his or her name to you, you should at least spell it right, that is something they teach you in elementary

school.

Very, very pissed off,

John Lazar
Vice-President
Aitken House, UNB

PS Our social was the best thing on this campus to date, maybe you should have covered that.

Aitken Far From Aching

As published on the front page of the Oct. 27 issue of The Brunswickan, the social to be held at Aitken House that evening was labelled "Aching". As a result, throughout the day came concerns of limited capacity and complaints of misquoted facts. These concerns and complaints were aroused by the mistruths stated in your article.

One the day before the social, crash bars were installed at both entrances, allowing a capacity of 208, not 144.

CLUB MED was the most successful social held in residence since Bar Services was introduced. Considering the numerous expenses, including sand (10 tons), extensive decorations, Bar Services and Campus Police bills, CLUB MED was able to cut even.

More importantly was that CLUB MED was fun and saw more people "than in previous years". CLUB MED wasn't sold on cheap beer, happy hours, or special drinks, but just the craziness of hauling 10 tons of sand into a residence basement for a wild beach party.

See you at Aitken's next rocking social dudes,

Darren Comcau
Aitken House Committee

Residence Dictatorship

Power- the ability to control others:

Dictator- a ruler with absolute power who must be obeyed.
WEBSTER'S

I doubt residence admin. needed those words defined. A student pays \$456/month to live in residence, and doesn't receive much for free. Except rules, of those a student gets far too many.

Thanks to a lecturer this year on University liabilities in real accidents, residence admin. has seen fit to institute a mandatory screen-law under threat of a \$50 fine: no discussion, no input, no questions. Continued on page 20