

Advocate will request delay in grievance policy change

By Peter Meier
Of the Emerald

Lucy Kaplan, director of the ASUO Office of Student Advocacy, told the Student Senate on Monday she hopes to see the date for implementation of new University grievance procedures postponed.

Kaplan noted several problems with the new procedures and will request a delay at a May 14 public hearing on the matter.

The office of the vice-president for administration, which drafted the new rules, should have consulted offices handling grievances, such as the Committee on the Status of Women, minority student unions, and her own office, she said.

Grievances are complaints made by students, employees and faculty members about unfair treatment, discrimination, or violation of law or University

policies. Although she believes there was no ill-will on the administration's part, she said the one month provided by the administration for response to the new procedures is inadequate.

"I don't think a detached administrator has the birds-eye view of this," Kaplan said. "The offices that handle grievances feel a much longer period is needed to discuss the changes."

The new policy would not provide a broad-enough definition of grievances; it would restrict a "grievance" to a problem involving a violation of university policies, Kaplan said, when a broader definition is needed.

And the new policy would allow those with a grievance only one route to resolving a problem. If that route failed, she said, there would not be other alternatives.

Kaplan also said the new policy would not help identify which routes should be taken in resolving grievances. She said she hopes a planned May 14 meeting will offer administrators and those involved in the grievance process an opportunity to brainstorm. She does not want a final rule implemented until next fall.

"I would call the situation an opportunity rather than a crisis," said Kaplan. "Offices handling grievances need to meet, compare notes, establish where we are overlapping each other and identify each's role."

Muriel Jackson, assistant vice-president for administration, said she has met with Kaplan about her concerns, and said the administration would carefully consider testimony provided at the May 14 meeting.

The administration has provided an adequate time for public response to the new procedure Jackson said. She would not speculate how Vice-President for Administration Dan Williams will respond to the postponement request though.

Mediation is necessary to solving the situation and reluctance among the administration to formalize new procedures is founded in belief that "the more particular policies are talked about, the more conflict will result," Kaplan said.

She believes the opposite is true.

"This is a golden opportunity to begin to emphasize peaceful procedures to solve such problems," Kaplan said.

The University Office of Affirmative Action is currently using outdated rules in handling sexual harassment grievances, she said, and her office has requested that it provide the victims of sexual harassment more complete information on the results of investigations.

Kaplan said she has been frustrated by the affirmative action office's reluctance to change its procedure when state law seems to imply victims of harassment should be provided the reports on investigations.

She said the office was much more receptive to requests that it broaden its view of discrimination to sexual orientation when the necessity of this change was not so clear.

Kaplan suggested the difference between how the office responded to these two situations lies in a perception that sexual orientation harassment is more a problem among students, while sexual harassment often involves university faculty.

The administration's sense of obligation to its faculty underlies its resistance to reforming such sexual harassment grievances, she said.

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Survey

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and 12 percent said it received money from advertising.

Saferide bought the two vans with overrealized incidental fees under the assumption the project would be self-sufficient, Meehan said. It currently receives its income from fun-

draising, donations and advertising, not from incidental fees, she said.

Of the women surveyed, 86 percent said the project should be funded by incidental fees, while only 66 percent of the men said the same.

This is Meehan's last week as Saferide coordinator. She is leaving for a summer job on May 12. Her current assistant, Laurie Rooper, will be running the program until the incoming ASUO administration hires a permanent coordinator.

Et al.

MEETINGS

Campus Crusade for Christ will meet at 8:30 p.m. in Room 146 Straub. Dana Black will be speaking on Romans 7.

The Pre-Dental Club meets tonight in the Science library conference room at 7:30.

Men Against Rape will meet at 7 p.m. in EMU Century Room F.

LECTURES

Harvard professor **Tu We-Ming** will lecture on "Confu-

cian Ethics Today" tonight at 7:30 EMU Room 167.

MISCELLANEOUS

The University Outdoor Program is sponsoring a "Touring Equipment" workshop at 7:30 p.m. in the Outdoor Program Room, basement of the EMU.

Rate it X, Red Ribbon winner at the American Film Festival, is a look at American sexism. It will show tonight at 8 p.m. in the EMU Forum Room.

The Springfield Bicycle Committee is sponsoring a bicycle

safety film forum tonight as part of National Bicycle Week. The forum will run from 7-9 p.m. in the City Council Chambers at Springfield City Hall, 225 N. Fifth St.

Deadline for submitting Et als to the Emerald front desk, 300 EMU, is noon the day before publication. Et als are run only once. Events with a donation or admission charge will not be considered. Events occurring nearest the publication date and campus events will be given priority.

UNIVERSITY OF OREGON

U of O University Housing is hiring Desk Assistants for the 1987 - 88 academic year. Applications and additional information may be obtained at the Area Desks in Carson, Hamilton, and at the University Inn. Desk Assistants must be full-time students at the University of Oregon and must live in Residence Hall Housing while employed. Compensation for the position is \$4.00 per hour. The deadline for completed applications is Wednesday, May 6, 1987 at 5:00 p.m.

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