

HARASSMENT

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a defined term that is litigated in the courts."

Drayton told the women he would conduct an internal investigation on his own, Chiappisi said. After a few days, she asked Drayton what was happening with the investigation, and she said he told her he was too upset to handle the investigation at that time. Chiappisi said she knew she had to go outside of the department at that point.

Drayton denies speaking to Chiappisi after the initial meeting.

"Carey didn't move as quickly as he should have," Chiappisi said. "I felt he didn't care about what Otis did."

Drayton said he didn't have time to investigate the matter immediately because Chiappisi and the two other women talked to him on a Friday, and the Office of Affirmative Action telephoned him on a Tuesday, notifying him that there was a complaint filed.

'He would tell everyone what he did sexually with women the previous weekend, and nobody cared about his sexual performance — it doesn't have a lot to do with security work.'

— Susie Hunter, former OPS employee

commitment to diversity.

"I have a very strong posture when it comes to discrimination and harassment and people treating people differently because of sexual orientation, etc.," Drayton said. "I take a very dim view of the fact that I have a person who doesn't understand those things."

"If I were to deal with a case of inappropriate behavior, my sanctions, I feel, would be a lot stronger on that employee than anything the University could do," he said.

Drayton said he talked to Scarborough about his "inappropriate behavior" about three years ago. He said he was following up on rumors surfaced by different women who told Drayton they were receiving unwanted attention from Scarborough.

"With (Chiappisi) — I don't understand why she felt the need to talk to so many people about (her experience)," Drayton said. "It was better for our department that she moved on because if that talk would've continued, it would've gotten worse."

"She talked to four women who experienced similar things," Drayton said. "All she did was find three other women (who said they had experienced sexual harassment); when I'm talking over 150 employees ... any problem is bad, one rape is bad. But put it into context and every female out there is not experiencing sexual harassment on a daily basis by this individual."

Drayton said he would be "foolish" to say the office

The University's discrimination policy explicitly prohibits sexual harassment as a form of unlawful sex discrimination. Sexual harassment is defined as:

"Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

• Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education.

• Submission to, or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual.

• Such conduct has the purpose or effect of unreasonably interfering with an individual's work or education performance or creating an intimidating, hostile or offensive environment."

Graphic by Matthew Schuster

didn't have a problem with sexual harassment because "we have people, and people will make mistakes."

Risa Haberman, a steward who was Scarborough's union representative throughout the investigation, said the union's main defense for Scarborough was that the University should not have pursued this case because the incident happened off campus.

"It was the individual's choice to go out with Scarborough, and she misinterpreted this date and was naive," Haberman said. "The University cannot charge sexual harassment unless it is job-related; Scarborough wasn't her supervisor, and therefore, they were equals."

Although Scarborough wasn't Chiappisi's direct supervisor, he was the lead officer during the day shift, and he doled out her daily responsibilities as a supervisor would, Chiappisi said.

The Office of Human Resources investigator, Ken Lehrman, said if cases happen off campus but affect the person's work or educational environment on campus, then the office is most likely justified in taking on the case.

Lehrman, who is also a University law student, investigated the case and interviewed almost everyone Chiappisi told about the incident, including several OPS employees and Scarborough.

A male officer who declined to use his name because he is still an OPS employee said he was interviewed by Lehrman because Chiappisi had confided in the employee last summer.

"(Scarborough) has a long history of harassing women," the officer said. "The general feeling in the office was that he was guilty and should've been fired or transferred to another department or university."

Susie Hunter, an OPS employee for eight years before she quit because of the environment, said although she got along personally and professionally with Scarborough, he did talk graphically about sexual matters.

"There were numerous times when everyone was getting their gear on before work and Otis would take the small talk further to where it became bedroom talk," Hunter said. "I parallel it with male locker room talk. He would tell everyone what he did sexually with women the previous weekend, and nobody cared about his sexual performance — it doesn't have a lot to do with security work."

Another male officer, who requested anonymity because he still works at OPS, said he believes Scarborough wasn't fired because of his support within OPS.

"Everyone knew (Otis) had upper-level support from Carey (Drayton) and the top five or six levels in the office," the officer said. "Carey doesn't get it. People in the campus community like him, but he's not liked in the office."

The officer said he agreed to be interviewed for this story because he doesn't believe the incident was dealt with properly — that there was a cover-up — and he wants the campus community to know that there's a pattern of sexual harassment. He also said he wasn't surprised when Chiappisi told him what happened.

"It was another one of Otis' conquests that failed miserably," the officer said.

The full-time woman officer who said she was sexually harassed by Scarborough last April said she believes the discipline was more of a hand-slapping.

"He should've been fired," she said. "Nothing's going to change; he's just going to have to be more careful."

After being notified by the University that Scarborough had been "disciplined," but not being informed of the nature of the discipline,

Chiappisi said she was disappointed he wasn't fired.

"I was glad, if nothing else, that he was found guilty," Chiappisi said. "He should've been fired or at least moved to an office where he can't deal with women students. He doesn't belong in this environment."

Chiappisi said she questions the discipline.

"It's hard seeing him in the same hours and still helping women on campus," she said. "I'm wondering if they did anything more than a slap on the hand."

Chiappisi said she feels cheated by the incident.

"It's really too bad you have to be a bitch to protect yourself," Chiappisi said. "I like to be nice, but I learned from this that you just can't trust people."

'I was glad, if nothing else, that he was found guilty. He should've been fired or at least moved to an office where he can't deal with women students. He doesn't belong in this environment.'

— Jean Chiappisi, filed harassment complaint

'I don't know how quickly it would be expected that someone who is already engaged in several different activities would be able to respond ... one day is not a lot of time.'

— Carey Drayton, OPS director

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