

Revised sexual harassment policy tough on offenders

By Manya Shorr

For the Oregon Daily Emerald

The University has recently revised its sexual harassment policy and is taking a stronger stand against the harasser.

"It conforms more to federal law, includes all campus affiliations, and is much more clear-cut," Cris Cullinan said. Cullinan is the training administrator at the Office of Human Resources.

Cullinan conducts monthly seminars for faculty and staff and leads other discussions as well. Cullinan uses these seminars in order to educate University faculty and staff on the new sexual

harassment policy and the harassment problem in general.

"Other than Anita Hill and Clarence Thomas, people have no idea about sexual harassment," Cullinan said.

The changes that have been made to the policy are extensive. Many of the revisions merely consist of small word modifications that make a large difference in the final outcome.

The new version of the policy takes a much stronger stand against the harasser. All blame is directed toward the harasser and does not allow responsibility to lie with the victim and his/her clothing or attitude.

The policy states, "The actor knew or should have known that the conduct would have such an effect on a reasonable woman (if the object is a woman) or a reasonable man (if the object is a man)."

The University is also making an effort to protect the needs of the victim. As long as a formal complaint is not filed with the authorities, anonymity can be maintained. The victim has the opportunity to talk to a counselor or even to file an informal, anonymous report. This will hopefully encourage more people to not only report the crimes committed against them, but also talk about the trauma with an experienced professional.

The new policy also seeks to help maintain a stable relationship between the University and the community.

Kenneth Lehrman, the director at the Office of Affirmative Action, holds all records of reported sexual harassment crimes. The files are confidential, but Lehrman is required on an annual basis to release a statistical report to the President of the University, the *Emerald* and the University News Bureau.

Sexual harassment is a major problem on college campuses around the country.

"Cultural change is not easy. There's a lot of work we need to do," Cullinan said.

New members needed by ISAC to fill vacancies

The International Student Advisory Committee is searching for new members to fill three vacancies.

The committee, established last year, serves as a bridge between the international students, student-service offices, faculty members and the administration. It deals with issues such as racial/ethnic discrimination, curriculum, safety, health insurance and care, orientation, access to courses, and initiatives to improve the university's international character.

The 10 members of the group are appointed by University President Myles Brand. Both students and faculty members serve a term of two years.

"We're looking for international students who are well connected to other students and groups on campus and willing to express the ideas and concern of international students," said Vida Talebi, a committee member.

Another requirement is that the committee members will be able to set aside time for the weekly meetings, which currently take place on Thursdays from 12:30 to 2 p.m.

ET ALS

MEETINGS

IFC will conduct an emergency meeting today at 4:30 p.m. Its location has not been announced. For more information, call 346-3749.

RELIGION

Chi Alpha Christian Fellowship will present a Bible study and praise gathering tonight at 7 in Room 107 Esslinger. For more information, call 346-0910.

MISCELLANEOUS

Student Health Center Medical Library will present a vegetarian workshop today from 3 to 4:30 p.m. For more information, call 346-4456.

Career Planning and Placement Service will open interview bidding today for the following organizations: Jones & Roth, Aetna Health Plans, John Hancock, Intel Corp., Frito Lay, Timberline Software and Andersen Consulting. For more information, call 346-3235.

Oregon Association of American Mothers is conducting the 1994 Oregon Mother Search. Candidates should be mothers of outstanding achievement who have made unique contributions to their community. The application deadline is January 15, 1994. For more information or to nominate a candidate, call Sandy or Sharon at (503) 287-7957.

Deadline for submitting *Et Als* to the *Emerald* front desk, 300 EMU, is noon the day before publication. The news editor does not have a time machine. *Et Als* run the day of the event unless the event takes place before noon.

Notices of events with a donation or admission charge will not be accepted. Campus events and those scheduled nearest the publication date will be given priority. The *Emerald* reserves the right to edit for grammar and style. *Et Als* run on a space-available basis.

MONDAY, NOV. 1st, 7-9:30pm...

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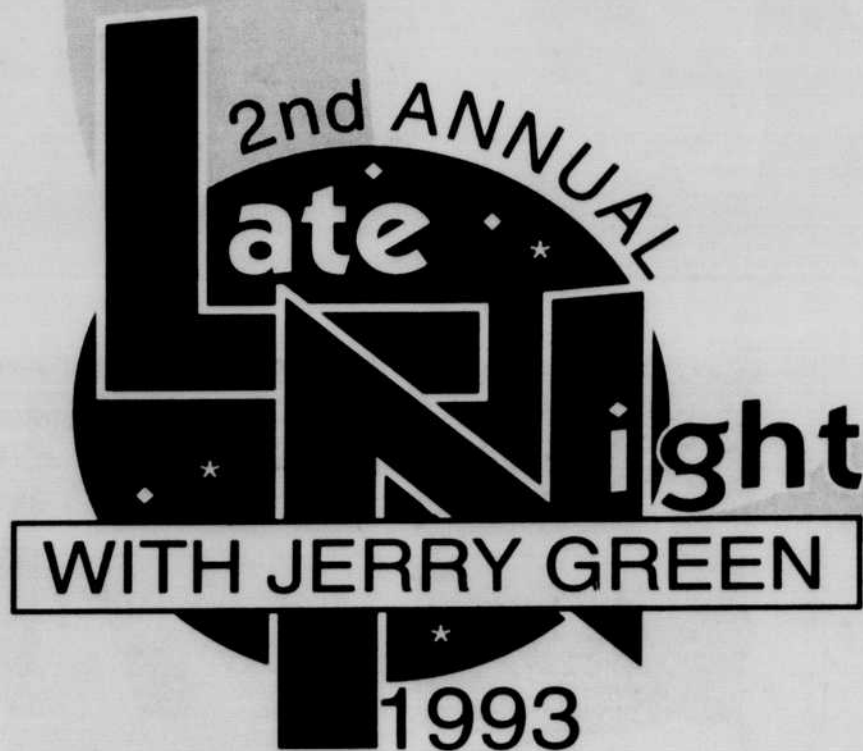
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ADMISSION IS FREE! DOORS OPEN AT 6:30
For more info, call 346-5690