

## HIERARCHY

Continued from Page 1

"I really would like to encourage both students and faculty to go to this forum," said Derby Johnston, a coordinator at safety affairs. "I think there are a lot of questions pertaining to these issues, especially concerning faculty and student relationships. It will be a safe environment to speak freely together and be a positive step to learning about hierarchy between men and women on campuses for everyone."

Recently, the University has been witnessing a heated debate over faculty-student sexual relationships, with many persons speculating how formulating guidelines or a non-fraternization policy would affect various rights of administrators, faculty members, graduate instructors and students.

To date, about 40 universities nationwide have drafted university policies making staff members aware that any romantic involvement with their students, such as sexual relations, makes them liable for any accountable unprofessional behavior or actions.

"I hope that at this panel people understand with or without having a non-fraternization policy on campus, the policy does take a position to empower people who are in a lower position complaining, ensure protection to both University faculty and students, and that it would be designed to shift the burden of proof to those who are in power and create awareness of risks involved if they decide to engage in an affair with a student," Forell said. "It's going to be a matter of time before the university faces this issue of devising or installing a non-fraternization policy."

The University has had only one official guideline, published in 1986 by the Office of Affirmative Action, advising students and faculty members about potential conflicts of interest resulting from dating relationships between administrators, faculty members and students.

It states that "many faculty members consider dating relationships among professors and students in their classes to be a violation of the student-teacher relationship in the form of

unprofessional conduct if one chooses to engage in 'consensual' or 'amorous' relationships," and that "it has been proven that some faculty and students, or supervisors and graduate students have been able to date without any problems, this is an exception rather than the rule."

The guideline lists many consequences, including control over academic grades, question of student validity of performance by other professors aware of a relationship, influence over professor objectivity regarding the student, sexual harassment, damage of reputation and other factors.

In the most recent edition of the University faculty handbook, no statute under student relations addresses relationships between University members and students.

"I think that the imbalance of power and hierarchy that surrounds faculty and students getting involved needs to be examined, but we need also show the issue of freedom of association, that as long as the conflict of interest is removed from the student-teacher standpoint, one may be allowed to date any one they choose to," said Marshall Saucedo, director of multicultural affairs.

Philosophy Professor Cheyney Ryan disagrees. "I think that the position of hierarchy among faculty and administrators needs to be addressed the most because they are the ones with the most power on campus and the least amount of vulnerability. They are expected to set the tone around here about what is expected and ensure that students feel comfortable on campus. Faculty and administrators have an obligation to provide an education, and students are here to learn from them, not to have sex or become a possible spouse with someone," he said.

"Abuses of power and other dilemmas will always exist in a hierarchy. Having amorous relationships is just one example how disasters can occur among administration members, faculty, staff and students," said Ken Lehrman, director of the Office of Affirmative Action. "We need to train and educate persons about these issues, particularly if the University does enact a non-fraternization policy."

The discussion will be from 11 a.m. to 1:30 p.m. in the EMU Ben Linder Room.

## WOMEN

Continued from Page 1

Sexism in people of color communities is more difficult to confront when they are struggling with racial discrimination as well.

"If you have men in your community who are consistently oppressed by outside forces, of course they will employ the same power-play techniques on someone else within their community," said panelist Diana Collins Puente, ASUO vice president of ASUO and a member of MEChA, the national Chicano student movement.

Confronting sexism in people of color communities is difficult because feminist theory is rooted in a white, middle-class perspective. Betty Friedan's *The Feminine Mystique*, about an Ivy League educated woman's dissatisfaction with home-making life, is not a shared experience for most women of color communities.

"The feminist model is problematic for Native Americans because it is a white feminist model for the role of women in a white society," said Trevor Monteith, a panelist and member of the Native American Student Union.

Monteith points to the cultural roots of tribal communities to explain how different guidelines exist for women of color.

"Powerful rights and respon-

sibilities were granted to Native American women," he said. "Property was passed down from woman to daughter instead of man to son in some tribes."

Gender and labor roles were not as clearly defined in the indigenous societies. If a woman wanted to be a hunter, her mate could take on the role of caretaker in many Native American, Latin and African communities, Collins Puente said. It was not until the European patriarchy infiltrated the indigenous communities that gender roles became more defined.

Yet, sexism within the broader struggle against racial discrimination is not new. In the civil rights movement of the 1960s, Student Non-Violent Coordinating Committee leader Stokely Carmichael was once asked what position women represented in the struggle.

"The only position for women in the movement is prone," he said.

The panelists want to raise awareness of sexism within people of color communities without disenfranchising men. While white women are dealing with one issue of gender equity, people of color are systematically oppressed in our society, Collins Puente said.

## GRAND OPENING

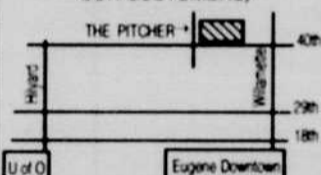
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## BOOKS

Continued from Page 1

*a Divided America*, is a family memoir of interracial relations. Bates and his wife adopted two African-American children.

"We live in a country where people are defined by the color of their skin," Bates said.

"I wrote this book because I became concerned with the political argument against interracial adoption," he said. "To drop the rhetoric, the argument reflects a racist trend in this country that is turning back the clock to segregation."

Bates is currently working on his third book.

Linda Crew was upstairs in the children's and young adult section. *Ordinary Miracles* is an adult novel recently written by Crew, who in the past has written children's books.

"I went to the University of Oregon too," she said. "I was a journalism major, but I have never had a job in journalism. Soon after school, I began writing fiction."

Crew said the world of freelance writing can be isolating.

"There are only a handful of published authors for me to talk to about the world of writing," Crew said. "Sometimes it's nice to have someone who understands a lazy agent or an argument with a publisher."

## WSU

Continued from Page 1

to document reports of harassment and the university's Commission on Minorities asked Smith to make the Center for Human Rights a clearinghouse for handling discrimination complaints.

During Smith's tenure, Washington State has adopted a plan to appoint more minority faculty, to recruit more minority students and appoint a minority to a cabinet-level position.

Smith wrote an open letter in the student newspaper, *The Daily Evergreen*, on Monday reiterating the school's goal to make the campus a place where all cultural backgrounds are valued.

"We must be on guard to combat all incidents of racial and ethnic intolerance, whatever their nature," he wrote.

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