

LAWSUIT

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ten by her attorney, Martha Evans, White was suffering from a mental impairment between September 1991 and January 1992, and allegedly was faulted and criticized by Stirling and Carver during that time for behaviors related to her disability.

The complaint stated that Stirling and Carver relayed their criticisms to the Library Faculty Personnel Committee, and that the committee used that information in considering whether to recommend the renewal of the plaintiff's contract. None of the information provided to the committee considered the plaintiff's disability, the complainant alleged.

Shipman was sued because he allegedly failed to consider the plaintiff's disability when acting on the committee's recommendation not to renew the contract. Davis was named as a defendant because she allegedly used the plaintiff's disability as a substantial factor in her decision to terminate the contract, according to the document.

Peter Swan, the assistant to the president for legal affairs who is speaking on behalf of the defendants, could not comment on the factors Davis considered in her decision not to renew White's contract, as those matters are confidential. But, he said, "I assure you it wasn't disability."

In regards to White's claim of mental impairment, Swan said, "We don't believe she

has one, but I certainly couldn't speculate."

White's attorney stated in the document that since the defendants knew of her client's mental impairment, yet still failed to provide reasonable accommodation for her and renew her contract, they violated the law: Oregon Statute 659.425 states that it is unlawful for any employer to discharge from employment an individual with a physical or mental impairment which, with reasonable accommodation, does not hinder the individual's work performance.

Swan said the defendants feel they did no wrongdoing. He added that although White took her complaint to the state Bureau of Labor and Industries twice, the filings were dismissed, based on no reasonable cause.

White is suing for reinstatement and back wages from August 1992 to the date of reinstatement, lost wages and benefits that amounted to at least \$28,000 at the time of the complaint filing and continue to accrue, and both general damages and attorney fees, which will be determined at trial. The defendants' conduct was a substantial factor in causing the plaintiff to suffer humiliation and emotional distress, she claimed.

Attempts to reach White at her home were unsuccessful. Her attorney has not returned repeated telephone calls to her office.

No trial date has been set yet, a circuit court spokeswoman said.



ANTHONY FORNEY/Emerald

The museum's main attraction is its display of the marriage ritual.

MUSEUM

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In 1988, the tribes voted to appropriate \$2.5 million for construction of the new museum.

The tribes also donated a separate contribution of \$726,000. Donations and fund-raisers accounted for the remaining costs of the \$7.6 million museum.

"There's a sense of relief that the artifacts finally have a permanent home," Patt said.

The museum basically explains the history and lifestyles of the three different tribes. Museum exhibits trace the Native American history from pre-Columbus days to modern times.

Patt said museum planners did not want to rehash conflicts between Europeans and Native Americans. Instead, they wanted to show the public how well the tribes have adapted to change, he said.

"Museum designers wanted to avoid any negative conflicts with Europeans," he said. "Our people focus on what is good."

The main attraction of the museum is a full-scale display of a Wasco wedding trade scene. Wasco family members are shown trading large amounts of food, clothing, corn husk bags and beaded jewelry.

Also highlighted at the museum are large-scale recreations of traditional homes built by tribe members, including the Paiute wickiup, a Warm Springs

teepee and a Wasco plank house.

Patt said museum organizers are working to preserve the three different languages. A display explains language differences and offers dictionaries for the Warm Springs and Paiute languages. Patt said linguists are working with the museum to develop a dictionary for the Wasco language.

The Wasco language is the most endangered Native American language, Patt said. Only about a half-dozen Wasco members speak the language fluently. Young English-speaking tribe members need to be able to learn their cultural language.

"If the language ever dies out it would be difficult to replace," he said.

During the summer, tribal members offer dancing, bead-making, pottery and other displays at the museum. A classroom and education area is also open at the museum.

The museum features a reproduction of the treaty with the U.S. government that established the confederated tribes and set aside 640,000 acres for the Warm Springs Indian Reservation.

Patt said the museum would like to expand and collect more artifacts.

"I think there are treasures out there waiting to be discovered," he said.

The Museum at Warm Springs is open seven days a week year-round, except for Thanksgiving, Christmas and New Year's Day. Admission is \$5 for adults, \$4.50 for senior citizens and \$2.50 for children 12 and under. Children under four are admitted free.



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