## GRAY

Continued from Page 1

and Equal Opportunity on April 16, 1993. Gray said she spoke with Everett Wells, who told her that there was nothing the office could do for her.

Gray said Wells did not inform her of the proceedings for filing a formal grievance with Affirmative Action and did not mention the 180-day deadline for filing formal grievances.If this is true, Wells did not act in accordance with the policies of the Office of Affirmative Action.

Wells could not be reached for comment. He left his post at the University in September 1993, said Linda King, chairwoman of the Affirmative Action Advisory Committee. He is not listed in the Eugene-Springfield phone book.

Because of strict University regulations, administrators could not comment on specifics of Gray's case, even with a waiver of confidentiality presented by Gray. Commenting on how her case was decided would breach confidentiality regulations designed to protect Gray.

However, administrators could comment on procedures, such as how cases like Gray's are usually decided.

Ken Lehrman, director of the Office of Affirmative Action, said he finds it "extremely unlikely that anyone would say on the phone that there's nothing they could do. Is it possible? I suppose it's possible, but I'll stand by extremely unlikely."

"I can't think of another instance where someone wasn't told," Lehrman said in response to Gray's claims. However, he also said he's "the last person to say there's any such thing as a failsafe system."

Lehrman said that when someone involved with the University has a grievance of discrimination with another person at the University, there are several options available through the Office of Affirmative Action.

When a grievant first phones the office, Lehrman said, the receptionist will forward the call to one of two intake officers. Wells, who allegedly told Gray there was "nothing they could do," formerly held that position.

The intake officers try to coax the grievant into coming into the office to tell his or her story in person. Then, the grievant decides whether to file a formal complaint (a complaint that will be investigated, where the respondent will learn the grievant's name) or an informal complaint (one that will be put into a file until a second person comes forward with a similar grievance against the same person).

Gray said if she had been properly informed of the process, she would have filed a formal complaint.

Lehrman said that if a formal complaint is made, a "fact-finder's report" is written by the office's human rights investigator. Then a seven-member Affirmative Action Advisory Committee reviews the report. The committee cannot carry out punishments against alleged offenders (respondents).

Instead of this relatively straightforward process, Gray said she went through a bureaucratic roller-coaster where she said she wasn't ever quite sure of her rights and of what was going on with her case.

On April 17, Gray called the Rape Crisis Hotline and told her story to a dispatcher. At the dispatcher's advice, Gray called the police to report the incident as harassment. Gray said a woman officer told her that the April Fool's Day incident was indeed an illegal act of harassment and advised her to call the University Office of Public Safety.

Gray took the advice of the police officer and gave a report to Marge Bigelow of OPS. Bigelow declined an interview with the *Emerald*.

Meanwhile, Gray plunged deeper into depression. The memories of assault and abuse that had resurfaced during the April Fool's Day incident were ones that Gray said she was not ready to face, yet they began to haunt her during her everyday routine.

Gray read a book called *Trauma and Recovery*, the same book she would make Kokis read later. Gray said she began to chain smoke and write down her experiences that began with the April Fool's Day incident. The writings eventually grew into a 60-page account, which Gray titled "The Lion-head Serpent."

Soon, the writings were all Gray could concentrate upon.

Next, Gray contacted Jacqueline Gibson, University mediation director. Gray wrote in her account that Gibson responded to the phone call by contacting Kokis and the "lion" student.

Gray sent "the Lion-head Serpent" to Kokis, who responded with a request for a mediation meeting. The meeting consisted of Gray, Gibson, Kokis and Gray's counselor. In her account, Gray wrote that at the meeting, "George re-victimized me ... he said that I put myself in that position to be attacked by straying from the others in the class that day."

Gray said Kokis told her, during mediation, that the lion had informed him he had attacked a woman whom he did not believe was in the class.

"George knew a woman had been attacked and that she was angry and upset, but he didn't check on her," Gray said. "He chose instead to continue the exercise."

"He tried to dismiss my complaint by using statistics," Gray wrote, "saying that the class had been held for 15 years and that this sort of thing had never happened. He said that every year he sends a lion out to harass students."

During mediation, Kokis agreed with Gray's request to read *Trauma and Recovery* and to write Gray a letter telling her what he had learned. Gray described her behavior during mediation as hysterical.

Gibson declined comment because the rules prohibit her from discussing what took place during a mediation meeting. Kokis declined comment also.

"I don't want to contribute anything more to the story. It's been going on for 10 months," Kokis said.

Kokis did submit to the *Emerald* a paper describing the creative and academic processes he had undergone in order to create the course, "The Origins of Mark and Image Making." The paper stated that by putting oneself in the mind-set of a primitive person and leaving the studio, a student can gain new awareness and learn to appreciate the technological processes that led to the modern ceramics studio.

CHARBOYS 1888 Franklin Blvd Eugene OR 97405 345-2343
Large, 16" 1-topping pizza $3.99
FREE YOGURT
Buy one, get one of equal or lesser value FREE!
Located inside Silverstar Video
Not valid with any other offer • With coupon • Expires 5/4/94

Introducing the fastest ways to get through college.

Power Macintosh™ 6100/60 8/160, Apple® Color Plus 14" Display, Apple Extended Keyboard II and mouse. Only $2,085.00.

Power Macintosh™ 7100/66 8/250, internal AppleCD™ 300i Plus CD-ROM Drive, Macintosh® Color Display, Apple® Extended Keyboard II and mouse. Only $3,439.00.

Speed. Power. And more speed. That's what the new Power Macintosh™ is all about. It's a Macintosh® with PowerPC™ technology. Which makes it an incredibly fast personal computer. And the possibilities are endless. Because now you'll have the power you need for high-performance applications like statistical analysis, multimedia, 3-D modeling and much more. So, what are you waiting for? Visit your Apple Campus Reseller for more information and see for yourself. Now that Power Macintosh is here, college may never be the same.

The new Power Macintosh from Apple.

Apple

Microcomputer Support Center
202 Computing Center • 346-4402
Monday-Friday, 9am - 5pm

*Prices are subject to change without notice

©1994 Apple Computer, Inc. All rights reserved. Apple, the Apple logo and Macintosh are registered trademarks of Apple Computer, Inc. AppleCD and Power Macintosh are trademarks of Apple Computer, Inc. PowerPC is a trademark of International Business Machines Corporation, used under license therefrom.