

WOMEN'S VU

October 1981

A publication of the Vanderbilt University Women's Center

IV:2

Film Series Focuses on Women & Work

"Women and Work" is the theme of the annual fall film series sponsored by the Women's Center. Films are being shown every Thursday evening in October in 118 Sarratt, at 7:30 p.m. A discussion follows each film.

Three of the five films were chosen for their portrayals of women's historic contributions to the labor market; another film is not only a provocative dramatization about women's collective power but was made by a unique collective effort. The last film of the series focusses on the problem of sexual harassment and how to deal with it. All of the films address the troublesome issue of women's relationship to economic power, whether that power be mediated through another individual, a company, or government.

October 15: *Blow for Blow*

The crude but internationally pervasive working conditions of women in factories is portrayed in this film made by a collective of unemployed garment workers, filmmakers, and actors and actresses, all contributing to story line and content.

Catalyzed into action by a final provocation, women seize the French garment factory in which they have worked. The siege is arduous but succeeds in achieving solidarity among the women and, through that solidarity, a measure of control.

October 22: *The Life and Times of Rosie the Riveter*

Interviews with five former "Rosies" dispel the common myth that only middle-class patriotically-motivated women responded to the call for laborers during WWII and then happily resumed their former status after the war.

Government financed advertisements are contrasted with actual working conditions in the war factories. Both white and black women, however, gained respect and a sense of independence as their earning and skill

is rose. They wanted to stay but were inconsequentially brushed aside with "GI Joe's" return.

October 28: *Workplace Hustle*

Designed to raise the consciousness of
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Will Congress turn back the clock on a woman's right to a safe and legal abortion?

Come to the PUBLIC FORUM on the major implications of the *Human Life Amendment/Human Life Statute*

Thursday, October 15

7:30 p.m.

Underwood Auditorium

Community Program Helps Victims of Violence

Records show, contrary to common belief, that women who are victims of domestic violence or violence when dating come from all socio-economic groups, races, and religions. Some say it is the most frequent form of violence in America today. Much of the violence takes place in conjunction with the use of alcohol and drugs, but the underlying causes are usually stress or societal expectations and learned behavior. Many of these women are faced with life threatening situations because beatings often cause serious injury and many involve the use of a deadly weapon.

Many times the violence between couples begins in courtship. In these cases it is often triggered by jealousy and the competitiveness of dating. The woman is embarrassed to tell her friends and family that the man they all like so much is physically abusing her, and rationalizes that it is somehow her fault. She is unwilling to give up their relationship for fear that another woman will take her place in his life or that she will be unable to replace his companionship. She may be in fear of his physical reprisals should she attempt to leave the relationship. More often she has the misconception that the framework of marriage will provide the stability that will somehow eliminate the problem. If they marry, she finds that this does not happen, but often attempts to maintain the relationship hoping that he will change. Without counseling this is unlikely. When children are involved she is even more reluctant to end the relationship as it means the breakup of the family. On the other hand if she does not
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SEX AND RELIGION: Topic for Discussions

A series of 4 programs on Sexuality and Religion will be held at the Office of University Ministry at 6 p.m. on Wednesdays, beginning October 14. The programs, co-sponsored by OUM and the Women's Center, will feature speakers from the University and the Nashville community as well as the University Chaplains. Topics are: *October 14*: "Sex Without Commitment?" with Rev. Leon Smith, Family Life Specialist and United Methodist Clergyman; *October 21*: "Homosexuality", with Rev. Peggy Way, Vanderbilt Divinity School; *October 28*: "Sex, Singleness & Celibacy", with graduate students, Beth Liebert, SNJM, and John Endres, SJ, and Pat DeVoe, United Methodist Clergywoman; and *November 4*: "Sex and Partnership", with Rebetzin Donna Glazer, graduate of Jewish Theological Seminary and Rabbi Ken Kanter, University Jewish Chaplain.

"These programs are significant," said Women's Center Director, Nancy Ransom, "because they combine two of the most pressing and controversial dimensions of human life—religious faith and sexual behavior. The discussions should be of interest to the entire University community and should provide an opportunity for persons from quite different perspectives to share their ideas."

The program is free and refreshments will be served. For additional information or reservations, call OUM, 322-2457.

-Gay Welch, OUM

Women's Self-Defense Class
8 weeks: Thursdays, Oct 22 through Dec.10
Fee: \$10.00
Instructor: Irv Rubenstein
Call the Women's Center, 322-4843,
for further information.

2 Women's Center Resource Library

The Resource Library at the Women's Center may be a help to you in writing your research papers and class themes.

Our vertical file holds clippings and reprints of articles on various topics of women's concerns and women's issues: abortion, women and ageing, education, employment, health, rape/abuse, sexual harassment, sports/Title IX—and others.

Vital statistics and analytical reports on women's economic and employment status have been obtained from the Women's Bureau of the Department of Labor, Women's Equity Action League, and Women Employed Institute.

Of particular relevance is the subject women and higher education. Two new studies have been added to our collection: *Men and Women Learning Together: A Study of College Students in the Late 70's* from Brown University and *A Study of the Learning Environment at Women's Colleges* from the Women's College Coalition.

Sexual Harassment and Day Care represent topics of special concern to women on campus and the Women's Center has exerted much effort to acquire materials from many sources on these subjects.

Classic feminist works, such as *Our Bodies, Our Selves*, and *Woman's Body, Woman's Right*, may be circulated, as well as anthologies on women's history and literature by and about women. Recent additions to our bookshelves include *Reinventing Womanhood* by Carolyn Heilbrun, *Sexual Harassment of the Working Woman* by Catharine MacKinnon, and *Women and Language in Literature and Society* edited by Sally McConnell-Ginet, et al.

The Women's Center subscribes to several outstanding feminist newsletters: *New Directions for Women*, *Spokeswoman*, *WEAL Washington Report*, *NOW Times*. Significant magazines and journals include the *Catalyst Career and Family Bulletin*, *Ms. Magazine*, *Savvy*, *Signs*, *Women's Studies International Quarterly*. All of these publications provide news and interpretations from the feminist community.

Just for fun and for provocative insights, the Feminist Essays file contains copies of the "Hers" column in the *New York Times* by several guest columnists whose names you might readily recognize. There are also other timely essays such as Betty Friedan's look at "The Feminist Mystique."

Two of Nicole Hollander's cartoon series are on hand for your amusement: *I'm in Training to be Tall and Blonde* and *That Woman Must Be On Drugs!*

The Resource Library is open from 8:30 to 4:30 Monday through Friday, E-2 West Side Row.

-Linda Karvedsky

Vanderbilt Policy on Sexual Harassment

The following statement was approved by the President and distributed last spring to all offices and departments as University policy on sexual harassment, which has been defined as a form of sex discrimination and therefore falls under Vanderbilt's Affirmative Action Plan.

Last spring, the Equal Employment Opportunity Commission (EEOC), the federal agency which enforces Title VII's ban on sex discrimination in employment, amended its guidelines to include sexual harassment as a prohibited practice. The term is defined by that agency as follows: "Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; 2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; 3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment."

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in any educational program or activity receiving federal financial assistance. To the extent sexual harassment of a student interferes with his or her participating in or benefitting from the activities, courses, or programs provided or sponsored by the University, it is possible that Title IX will be interpreted to include sexual harassment as a prohibited form of sex discrimination.

We have been contacted by women at Vanderbilt who report being subjected to conduct that would fit within the EEOC definition of sexual harassment. It is our hope that publicizing this information will serve as a deterrent to future incidents. The campus community should be an environment free from any implicit or explicit coercive sexual behavior which is used to control, influence or affect the career of any individual, whether faculty, staff, or student.

Please advise the faculty and staff members of your organizational unit of this information. Any person who has a complaint regarding sexual harassment may contact the Women's Center or the Opportunity Development Center for further information (including information concerning availability of the faculty, staff, and student grievance procedures for review of the complaint).

Women USA Hotline 1-800-221-4945 for messages regarding status of federal legislation of concern to women.

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supervisors, this film convincingly documents problems of sexual harassment. Ed Asner (TV's Lou Grant) narrated and leads the viewer through a series of episodes illustrating different ways women are sexually exploited on the job.

The film shows some of the ways both women and men can contribute to relationships that are free from sexual harassment.



A workshop on sexual harassment will be offered on Thursday, October 29, in connection with the film "Workplace Hustle", in 118 Sarratt at 7:30 p.m.

The purposes of the workshop are to clarify the meaning of the term "sexual harassment", to examine different responses to sexual harassment and assess their consequences, and to discuss prevention of sexual harassment and the development of collegiality between men and women.

Although the film's focus is on sexual harassment of female employees in non-academic settings, the workshop will address questions of sexual harassment of students as well as employees in a university. The workshop will run about an hour; the film lasts 30 minutes.

Women in Higher Education in Tennessee

WHET PLANS OCTOBER MEETING

We are looking forward to our official Second Annual Fall Conference that will be held at the University of Tennessee (Chattanooga) October 30-31, 1981. A variety of activities and programs have been planned, centering around the theme of Professional Career Development. A series of workshops dealing with topics such as "Career Development" and "Writing for Publication" are scheduled. Saturday's luncheon will feature Dr. Norma Mertz from UTK as our guest speaker.

Registration begins Friday, October 30, at 3:00 p.m. All activities will be held at the UTC University Center. A map of the campus will be distributed in the registration packets. This year we will be able to provide Child-Care for all participants who desire such. There will be an additional fee for this service. If you need child-care facilities, please inform Marsha Provost, our Second Vice-President, as soon as possible.

The regular registration fee remains \$15.00. You may contact Marsha Provost (615-755-4438) or Victoria Bowman (615) 949-4319 for more information. We look forward to seeing all of you in October!

More Hurdles to Clear, Women and Girls in Competitive Athletics. By the United States Civil Rights Commission. (Washington, D.C.: U.S. Government Printing Office, 1980.) Pp. 87. \$4.00. CR 1.10:63. Item No. 288-A-1. Stock No. 005-000-00243-5.

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

Thus reads Title IX of the Education Amendments of 1972. Why, almost a decade after its enactment, are there more hurdles to clear?

The enactment of Title IX in 1972 promised dramatic changes for the highly skilled female athlete. However, the Department of Health, Education, and Welfare did not issue its implementing regulation until 1975. Chapter Two of this publication gives a concise analysis of the regulation, which is reprinted in full in the Appendices.

Educational institutions were then allowed three years to bring their athletic programs into full compliance with Title IX. That this was not done in many schools is evidenced by the large number of complaints received by HEW subsequent to the 1978 date for compliance. This prompted HEW to issue a policy interpretation, intended to provide a framework for complaints. A reprint of this 1979 issuance also appears in the Appendices.

More Hurdles to Clear presents an analysis of the present situation vis-a-vis female participation in competitive athletics in high schools and colleges, contrasting it with male participation. In brief, there are four times as many female college athletes now than ten years ago, but women represent only 27.4% of college athletes, men comprising 72.6%. The number of sports available to college women has increased 100% in the last five years, now being 5.0 per college. However, men may choose from an average of 7.4 sports per college, 48% more than those available to women.

Several breakdowns are presented for in-

tercollegiate athletic budgets, all indicating disproportionate expenditures in favor of male athletes, up to as much as 143.8% more per capita for males than for females. The popular justification for such a disparity is that some male sports are revenue-producing; however, statistics cited show that two-thirds of men's athletic programs fail to generate sufficient revenues to cover their expenses, and that the percentage would be greater if not for the fact that half of the institutions collect mandatory athletic events fees from students at the time of registration.

Much of the information which is analyzed in the text is presented graphically, through tables, line charts, and bar and pie graphs. A humorous touch is added by apropos Peanuts and Doonesbury comic strips.

The Civil Rights Commission has presented a thorough, yet highly readable analysis of women and girls in competitive athletics, with focus on the changes brought about by Title IX. It is to be hoped that a follow-up study in the not too far distant future may be entitled **All Hurdles Cleared!**

-Linda Williamson

Documents Librarian, VUL

Community Program

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remove the children from this abusive environment, they are at risk of adopting violence as a means of solving problems in their own male/female relationships.

The typical man who abuses his woman is a victim of outside pressures of stress associated with daily life and job, financial difficulties, sex-role conflicts and other emotional insecurities such as extreme jealousy and the need to totally control and isolate his woman. He has often been a victim of abuse as a child or has seen violent behavior as commonplace between his own parents, making it seem normal and socially acceptable. His violence is his response to his inability to control his anger and deal with his feelings. With proper counseling he can learn to solve his problems rather than acting on them. He can learn to control his violent behavior by changing his attitudes and the way he views the women in his life. Without appropriate counseling it is unlikely that the problem will resolve, even if there are good times between beatings.

In April of 1981 the YWCA Shelter and Domestic Violence Program in Nashville expanded its services to provide temporary shelter and support to women in Davidson and surrounding counties, who are victims of violence in their homes by spouses or companions. Women can now receive guidance and support in assessing needs, identifying and discussing alternatives to their violent home situations, assistance in locating community services, and advocacy in finding jobs. In addition to these services, 24 hour emergency housing for the woman and her

children, individual planning and support groups, legal aid, one to one counseling, emergency transportation, and emergency child care can be provided.

Research shows Davidson County to be a typical community in experiencing domestic violence. More than 1000 cases have been handled by the Domestic Violence Program since its inception in 1979. 77 residents, 36 of which are children, have been housed by the program as of this writing, providing each woman a safe place from which to make decisions and plan her future.

The Domestic Violence Shelter is a housing means of last resort. It is an alternative which gives women who have decided to leave their homes temporary shelter so they can rebuild their lives. Many of its clients have been financially dependent on their spouses or companions, which further compounds the problems of separation. Most of the shelter's clients have no resources from which they can support themselves as they attempt to leave the relationship, and could not do so without the valuable support that the Shelter provides. In addition to housing, the YWCA program offers them the opportunity to learn about their options, learn new skills, and decide for themselves the direction their lives will take in the future.

For more information call 320-0787. Trained volunteers will answer questions and are available for counseling between 8:30 a.m. and 8:00 p.m. Monday - Friday, and 9:00 a.m. to 3:00 p.m. on Saturday.

-Pennie Jekot, Volunteer
YWCA Shelter and Domestic
Violence Program



...it's about time!

Employment Center Announces New Schedule

Effective September 28, 1981, the Employment Center plans to implement a change in the daily acceptance of new applications. Applications will be accepted as follows: Monday and Friday - Administrative/Management, Secretarial, and Health Care Professionals, Tuesday and Thursday - All open positions, Wednesdays - No applications accepted.

Hours for accepting new applications will continue to be 9:00 a.m. until 2:00 p.m.

An interviewer will be available to work with employees seeking transfer every day of the week from 8:00 a.m. until 5:00 p.m. Appointments will be scheduled upon completion of the transfer form. Wednesdays will be utilized to do necessary paperwork and follow-up for both new applicants and transfers and to communicate with the departments.

The implementation of this process is an effort to better our service to the University.

ANNOUNCEMENTS

STAFF WOMEN'S BROWN BAG LUNCH will be held at the Women's Center on October 16 from 11:30 to 1:00. Bring your lunch and meet other women on campus.

VANDERBILT PROFESSIONAL WOMEN will meet for a Dutch-treat breakfast at Rand Hall on Thursday, October 22, at 7:30. Vice President for Business Affairs William Haywood will speak on prospects for Vanderbilt in light of current economic trends. The program begins at 8:00 a.m. A question period will follow Mr. Haywood's remarks.

Go through the line in Rand Hall and bring your tray to the Faculty Room, which is located off the corridor on the Sarratt end of Rand Dining Room. Coffee will be provided in the Faculty Room.

Please call the Women's Center, 322-4843, if you plan to attend.

The Psychological and Counseling Center is now accepting registrations for an **ASSERTIVENESS TRAINING GROUP**. It is open to all members of the university community who wish to improve their ability to be open and direct in the communication of their thoughts and feelings while respecting the rights of others. The workshop includes structured exercises that are used to increase skills needed in making requests of others, saying "no", initiating, maintaining, and ending conversations, giving and receiving criticisms and compliments, expressing anger and affection appropriately, expressing opinions, disagreeing, and asking questions. Pre-registration is essential. Please call Ms. Bobbie Pettway at the counseling center, Monday through Friday, between 9:00 and 4:00, 322-2571, for further information and registration.

On Wednesday evening, November 4, the **SOCIETY OF WOMEN ENGINEERS** will sponsor "An Evening with Industry" at 6:30 p.m. in the University Club. The events of the evening will permit Vanderbilt's women engineers to establish valuable contacts with members of the industrial community.

During the informal wine and cheese party, students will be free to circulate among the informational booths set up by each industry. A banquet followed by an open forum discussion on industry expectations of engineering graduates will conclude the evening's events.

Since accommodations are limited, you must pre-register in order to attend. Registration fees will be \$2.00 for SWE members and \$5.00 for non-members. Registration forms will be available in the October issue of the *Engineering Network* or in Engineering 307.

"Letting the Punishment Fit the Crime: Murder and Feminism in the 1920's" is the title of the October discussion meeting of the **WOMEN'S STUDIES BOOK GROUP**. Professor Karen Heldmeyer of the Psychology Department will review three mysteries written by women: Dorothy Sayers, *Strong Poison* and *Busman's Honeymoon*; and Agatha Christie, *Seven Dials Mystery*.

October 20, 6:30-8:00 p.m. at the Women's Center.

WOMEN'S HEALTH CLASSES continue every Monday, 11:00-12:00, through October 26. Call the Women's Center for a schedule of specific topics.



AMERICAN MEDICAL WOMEN'S ASSOCIATION

AMWA is a national society for women in medicine. The purposes of this association are to bring women medical students & physicians together to promote their education and training, to educate them and the public on health issues of women, to encourage women to study medicine and ensure their equal opportunity to do so, and to cooperate with other organizations having comparable interests. Membership is limited to women physicians and women medical students.

At Vanderbilt we have a small core of members of national AMWA who would very much like to foster the objectives of the association. We invited all the women medical students and all the women medical faculty to a reception at the home of Dr. Sandra Kirschner so that they could become acquainted with one another in a relaxed social environment. The turnout was excellent - students got to know one another and had ample opportunity to speak to several of the women faculty members who attended. Faculty represented many different medical disciplines. We hope that the students will recognize our desire to assist them in any way possible in their adjustment to medical school and to the profession.

It is our intent to continue to be available to women students. Dr. Pauline Rabin is liaison person with the student AMWA. One goal the student group has defined for themselves for the coming academic year is the organization of a seminar on child abuse. Faculty women will be resource personnel for the students.

In the past, faculty AMWA members have been active in bringing to the attention of the Dean's office discriminatory practices encountered by the women student body.

WOMEN'S VU is edited by Linda Karwedsky.

If you are not receiving a labeled copy of **WOMEN'S VU**, please return the form below or call the Women's Center, 322-4843, to get your name on the list.

We regret that newsletters will be sent to off-campus addresses only for a \$2.00 fee payable in September. Please make checks payable to Vanderbilt University Women's Center.

NAME _____

ADDRESS _____

Student _____ (please give class and school)

Staff _____ Faculty _____



Vanderbilt Women's Center
E-2 West Side Row
Box 1514, Station B.
Nashville, TN 37235