

WOMEN'S VU

September 1982

A publication of Vanderbilt University's Women Center

V:1

NEW UNIVERSITY POLICY ON SEXUAL HARASSMENT

Sexual harassment is a form of sex discrimination prohibited under Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972. Most victims are women, although some men have filed complaints of sexual harassment in the workplace.

Vanderbilt's policy on sexual harassment has been revised to reflect recent federal interpretations which apply to students as well as to employees. The full policy is printed below.

The policy statement will be distributed in the fall to the University community. Information regarding the University's Affirmative Action Plan and sexual harassment policy is discussed in new employee orientation sessions and regularly-scheduled supervisory training programs. Students and faculty are not routinely informed of their rights and

responsibilities in relation to sex discrimination and other aspects of anti-discrimination laws. For this reason, in this article and in the article "Student Rights - Equal Opportunity", *Women's VU* calls attention to equal opportunity laws as they relate to everyone at Vanderbilt.

Sexual harassment is defined as any form of unwelcome or coercive sexual behavior. The victim determines whether he or she has been harassed. Here are some examples.

- Sexist comments, jokes, or derogatory remarks about women (or men) as a class
- Unwelcome touching, including putting an arm around someone's shoulder "in a friendly way"
- Whistling, ogling, making comments about a person's appearance, walk, etc.
- Subtle pressure for sexual activity or

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Vanderbilt University is committed to providing its faculty, staff, and students with an environment free from implicit and explicit coercive sexual behavior used to control, influence, or affect the well being of any member of the University community. Sexual harassment of any person is inappropriate and unacceptable, and is grounds for disciplinary action. It may also, depending on its nature, constitute a violation of federal law.

Sexual harassment is prohibited under Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972. In the Spring of 1980, the EEOC amended its sex discrimination guidelines under Title VII to include sexual harassment. 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."

The Office of Civil Rights of the Department of Education issued a policy statement August 3, 1981, defining sexual harassment under Title IX and setting forth procedures for handling sexual harassment complaints. According to the policy statement, sexual harassment "consists of verbal or physical conduct of a sexual nature, imposed on the basis of sex, by an employee or agent of a recipient that denies, limits, provides different, or conditions the provision of aid, benefits, services, or treatment protected under Title IX."

Faculty and supervisory staff should be familiar with the University's policies on sex discrimination and sexual harassment. Any person who has a complaint regarding sexual harassment may contact the Women's Center or the Opportunity Development Center for additional information and assistance (including information concerning availability of the faculty, staff, and student grievance procedures for review of the complaint).

Financial Planning and Money Management for Women Offered by the Women's Center

Four classes in Financial Planning and Money Management for Women will be offered in early October at the Women's Center. Staff, faculty, and students may attend.

Classes will meet at 8:00 a.m. on Tuesdays and Wednesdays, October 5, 6, 12, and 13. Each class will last one hour. The instructor, Sandra Lewis, is a CPA who has her own business as a consultant. She will bring materials to distribute to students.

A fee of \$10.00 for the entire course must be enclosed with a registration form prior to the first meeting. Enrollment is limited, so interested women are encouraged to sign up early. If the number of applicants warrants, another class will be offered later in the semester or in the spring.

The application forms are available at the Women's Center, E-2 West Side Row. If it is more convenient to receive a form by mail, please call the Women's Center, ext. 4843, to obtain one.



SELF DEFENSE CLASSES BEGIN SEPTEMBER 16

Classes in self-defense for women will begin again this fall. The 8-week series starts Thursday, September 16 and ends on Thursday, November 4. Classes meet in the South Lobby of Memorial Gym from 7:00 to 8:30 p.m. Irv Rubenstein teaches this course.

To enroll, applicants should send \$15 with their name and campus address to the Women's Center, Box 1513-B. Checks should be made out to Vanderbilt University Women's Center.

Participants will be asked to show a valid Vanderbilt I.D. (student, staff, or faculty) at the door to the gym. Be sure to have your card with you when you go to class.

Persons who do not have a Vanderbilt I.D. can enroll in the course if they arrange for a temporary card on the first evening of class.

STUDENT RIGHTS- EQUAL OPPORTUNITY

There are a number of federal and state laws and regulations that impose special obligations on the University and require particular attention. Among them are specific ones which pertain to students.

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in any program or activity receiving federal financial assistance.

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in all federally assisted educational programs in all institutions, public or private, that receive federal assistance through grants, loans or contracts.

Sexual harassment has been defined as covered under Title IX. According to the interpretation of sexual harassment, it "consists of verbal or physical conduct of a sexual nature, imposed on the basis of sex, by an employee or agent of a recipient that denies, limits, provides different, or conditions the provision of aid, benefits, services, or treatment protected under Title IX."

Section 504 of the Rehabilitation Act of 1973 prohibits discrimination on the basis of physical or mental handicap in every federally assisted program or activity. Higher education institutes must assure accessibility of programs and activities to handicapped students. The term handicap is defined as any physical or mental condition/impairment which substantially limits one or more of a person's major life activities.

In summary, no person can be excluded from participation in, be denied the benefits of or be subjected to discrimination in any University program or activity that receives federal funds because of their race, color, national origin, sex or handicap. The Office of Civil Rights, U.S. Department of Education is responsible for enforcing these regulations.

Students who feel they have been subjected to discriminatory treatment may call the Opportunity Development Center staff for additional information (including information concerning the availability of the student grievance procedures). The director of the Opportunity Development Center is Pat Pierce; assistant director is Jim Wallace. The Opportunity Development Center is located at E-2 West Side Row, 322-4705.

-Pat Pierce, Director
Opportunity Development Center

GRACE M. EATON DAY CARE CENTER, at 1708 Pearl Street (just off Charlotte Avenue) has openings for children ages 3-6 6:30 a.m. to 5:00 p.m. Monday - Friday. \$20-\$35 per week is determined by family income and size. For further information call 329-3341.

Is the College Classroom "Chilly" for Women?

Women today face a "chilly" and "inhospitable" reception in the college classroom, says a new study by the Association of American colleges.

That treatment leads women "to lower their sights in academic and career aspirations," according to Roberta Hall, author of the report and director for special programs in AAC's Project on the Status and Education of Women. Her study points to the "debilitating effect" of sexist humor and more covert classroom behavior by both male and female faculty members on women's perceptions of their abilities.

"Women students often start college with less confidence than men, even though they may have better grades," Hall said. "This is reinforced by much of what goes on in the classroom, often in ways students and faculty aren't aware of."

The study's findings, released during AAC's annual meeting in Boston, struck a familiar note for many of the participants, Hall said. Many of the 550 educators at the meeting had experienced the problem directly or had dealt with student and faculty complaints on the issue.

"It's more and more a problem for institutions because there are more women than men in higher education. And whereas Title IX was designed to give access to women, it did little to ensure that the classrooms they were sitting in didn't discriminate in other ways," said Hall. Title IX of the 1972 Education Amendments bars sex bias in education programs receiving federal funds.

Professors may use sexist humor, for example, "to create a more collegial atmosphere" in their seminars, she said. But while that device may work for male students, it backfires and alienates their female counterparts, she added.

Subtle Forms of Bias More subtle forms of discrimination against women, which begin early in education, are carried right through to college, according to the AAC report. Studies of elementary schools have shown that teachers "praise boys for the intellectual quality of their work and criticize them for form and neatness, while they do the opposite with girls," Hall said.

In college classes as well, men are called on more frequently and get more credit for the ideas they express, said Hall. Professors interrupt women more frequently, are less likely to encourage them to participate in discussions and rarely make eye contact with women students.

Women also tend to miss out on informal contact with faculty members, which dims their chances for personal recommendations and teaching assistantships, she said.

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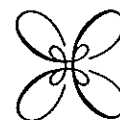
WEAV Works for Equity for Women

A Steering Committee for WEAV (Women's Equity at Vanderbilt) was formed during the spring semester to provide a structure addressing issues at the University. Twenty-five faculty and staff members from departments throughout the university community have agreed to serve on the Committee which will hold a monthly meeting throughout the academic year.

WEAV has incorporated and been granted tax-exempt status so that all donations from friends are now tax deductible. Members of WEAV worked with the student group which sponsored the very successful benefit for WEAV in April. Major committees have been established to address two specific areas of concern. The University Policy Review Committee will have as its concern the study of how policy is made, disseminated, and enforced, emphasizing initially areas such as personnel policy. The Committee has already begun to meet with representatives from other campus organizations to discover where their efforts would be most productive. The Case Evaluation Committee is beginning to define its role in determining the nature of grievances which should receive the support of WEAV resources. Both committees expect to act as forums for discussion among all interested persons who have issues or specific cases to present.

Jan Rosemergy is convener of the Policy Review Committee and Kathey Anderson acts in that capacity for the Case Evaluation Committee. Peter Paris and Anne Brandt are co-chairing the Steering Committee. Your participation and support are welcome.

-Anne Brandt, Co-Chair
WEAV Steering Committee



THE CHILD CARE TASK FORCE is in the final stages of editing its report. A draft of the report has been sent to the members of the Women's Center Advisory Board, who have final responsibility for its contents. The Task Force, which was established by the Advisory Board in 1980, has continued to report to the Board on its progress.

At the first Fall meeting of the Advisory Board, to be held this month, the Task Force report will be discussed and finalized. The Advisory Board will submit the report and its recommendations to Chancellor Wyatt as soon as possible.

The hard work and support of more people than we can possibly thank here is coming to fruition this month.

-Tom Leonard-Martin, Chair
Child Care Task Force

STUDENT RESEARCH ILLUMINATES WOMEN'S HISTORY AND CHANGING ATTITUDES

Last spring the Women's Center joined the Office of Student Affairs to contribute to a research project for Sociology 230, a course in The Family taught by Helen Townsend. The class project was a survey comparing attitudes of students and their parents toward sex roles, family roles, and sexuality. A report of the survey is on file at the Women's Center.

The results, based on a 98% return from 150 students and 70% return from their parents indicate that Vanderbilt students and their parents generally hold "traditional" values, with the younger generation slightly less traditional than the older generation.

Students were more likely than parents to approve of mothers of young children working. Over half the students, but 41% of the parents, "agreed strongly" with the statement, "A wife should have as much freedom to choose an occupation as her husband does."

The majority of both generations would permit divorce in some circumstances, but 11 students and 11 parents felt that divorce is never permissible. Students tended to approve of pre-marital sexual relations, whereas the majority of parents disapproved.

There was little difference between the groups regarding attitudes toward homosexuality, but a larger proportion of students agreed that homosexuals should have the right to hold responsible jobs.

In concluding the report, Ms. Townsend wrote that "the analysis of the Sociology 230 Family Values Survey suggests a pattern of gradually changing values. Changes seem to occur in the younger generation. These value shifts are contained so as not to openly threaten the older values. As each generation matures changes which are incorporated by the (now) parent generation are then socialized into the younger generation."

Another contribution to the Women's Center library and to understanding women's status is a collection of student papers from Barbara Weinstein's class in the History of Women at Vanderbilt, which was offered in the Fall Term, 1981. These papers are also on file in the Women's Center as well as in the Special Collections Department of the Central Library. Based on students' research in documents from the University Archives, these papers examine various aspects of women's experience at Vanderbilt from the earliest years. The students have made a significant contribution to the history of Vanderbilt by bringing together pertinent information around the different topics they address. Future Vanderbilt historians undoubtedly will find these papers very useful.

-Nancy A. Ransom, Director
Women's Center

ANNOUNCEMENTS

RAPE AWARENESS CLASS OFFERED

The University for Many will offer a class titled, "Rape Awareness." The class will be held on Tuesday, September 14 at 4 p.m. at the Center for Health Services, residence #7 on the Vanderbilt campus.

Rebecca McCulloh, Executive Director of the Rape and Sexual Abuse Center will discuss rape awareness, personal vulnerability, and self defense. Pre-registration is required. There is a \$2 registration fee. For more information, call 322-4773.

YWCA Shelter and Domestic Violence Program

Provides telephone support advocacy, emergency shelter and counseling for battered women and their children. Community education is available through a speaker's bureau.

Need volunteers to work with victims of domestic violence. Training session includes dynamics of family violence, crisis intervention, listening skill development, legal alternatives and community resources. Next session is September 21, 23 (7 - 10 p.m.), 25th (9 a.m. - 4 p.m.). For information call 320-0787. Fee: \$20.00 (Includes YWCA membership).

VOLUNTEER TRAINING, RAPE AND SEXUAL ABUSE CENTER

The Rape and Sexual Abuse Center is seeking persons to serve in the role of paraprofessional counselors for victims of rape and sexual abuse. Persons should be over 18 years of age and interested in volunteering their services. A training program will be held beginning on September 7. Training will last 40 hours. All interested persons should contact the Center at 327-1110.

NEW FRESHMEN STRONGLY BELIEVE IN JOB EQUALITY FOR WOMEN:

A nationwide sample of the 192,000 entering freshmen found that 96.6% of the women and 88.6% of the men agreed that women should have job equality. On the other end of the spectrum, however, a surprisingly high number of freshmen agreed with the statement "women's activities should be confined to the home" - 19.3% of the women and 35.0% of the men. The percentage of men and women who placed raising a family as a high priority was virtually the same, 66.3% of the men and 66.7% of the women.

-from *University Women*, 3/12/82
University of Wisconsin
Office of Women

STUDENTS FOR CHOICE will hold an organizational meeting September 14, 7:00 p.m., at the Women's Center. Working for the expression of women's "choice" within a broad range of political issues. Students for Choice is the continuation of a group that advocated freedom of choice in reproduction.

VANDERBILT PROFESSIONAL WOMEN - staff and administrators - will resume their breakfast meetings Tuesday, September 21, 7:30-9:00 a.m. in the private dining room at Rand Hall.

Beth Van Voorhies, Director of the Women's Emergency Shelter, will be the first speaker of the new semester.

THE WOMEN'S FACULTY ORGANIZATION will sponsor a wine and cheese reception on Thursday, September 30, from 4:00-6:00 p.m., in Room 123 Sarratt. All new and returning faculty women are invited to attend.

CERTIFIED PROFESSIONAL SECRETARY EXAM: Orientation and registration for weekly review classes for secretaries preparing for the Certified Professional Secretary examination will be held from 5:30 to 7:30 p.m., Thursday, September 9, at Belmont College in Room 220 of the Center for Business Administration.

For additional information about the exam and review classes, contact Beverly Furman at James L. Buck and Company, 244-1826.

UNIVERSITY FOR MANY

The University for Many is a project of the Center for Health Services which offers non-credit courses on a variety of topics. UFM serves as a vehicle through which individuals can learn about those areas that are not typically part of a school's curriculum. Courses are taught in the fall, winter/spring, and summer by individuals actively involved in the respective areas.

Topics to be addressed this fall include credit for the single woman, male sexuality, busing, word processing, bike repair and more! For a free copy of the fall catalog call or write:

The University for Many
Center for Health Services
Station 17, Vanderbilt Med. Ctr.
Nashville, TN 37232
322-4773

4 Chilly Classroom, cont'd. from p. 2

Women Also Discriminate Men, surprisingly enough, are not the only perpetrators of discrimination in the classroom, AAC reported. "Often, women are as likely to devalue work done by women" as men are, according to Hall. "Women faculty may expect less of their women students, both in the quality of work and in speaking out in class."

The study, which was conducted over the last 15 months with a \$36,000 grant from the Fund for the Improvement of Postsecondary Education, lists about 100 ways top administrators, deans, faculty and student groups can improve the classroom climate.

The study suggests that faculty members, for instance, avoid using sexist humor and try to detect "any inadvertent difference" in their treatment of male and female students. They also are asked not to refer to women colleagues in terms of their personal appearance and not to ridicule women's scholarship.

Administrators should make sure their campuses have a stated policy against "behavior disparaging to women," and should set up grievance procedures to handle complaints of classroom discrimination, Hall said. Teacher education also should include discussions on classroom climate, she added.

-from *Equal Opportunity in Higher Education*, 1/25/82

DAY CARE RESOURCES

The Women's Center has both the 1982-83 Directory of Community Services, which lists day care centers in Nashville by area, and the 1981 Department of Human Services listing of licensed day care centers in Nashville/Davidson County. These may be used at the Women's Center, Monday through Friday, 8:30-4:30.

Sexual Harassment, cont'd from p. 1.

requests for sexual favors as a condition for rewards (e.g., a good grade, salary increase)

● Threat of punishment (e.g., a poor grade, termination of employment) if sexual favors are not granted

● Forced sexual attentions, threat of physical harm, rape.

What can individuals do about sexual harassment? In the less serious situations, most persons only want to put a stop to the offending conduct. The best course is to confront offenders directly and tell them what you think. This is not always possible, however. A man or woman may feel intimidated or embarrassed by even "mild" forms of sexual harassment.

For example, if a woman passes a group of strange men who make obvious remarks about her, she is not likely to confront them alone. A student who is offended by a professor's sexist remarks in class may feel very uncomfortable about complaining in front of other students who remain silent.

Sometimes several persons experience the same harassing behavior. In these cases, they can act as a group and protect each other from reprisal or embarrassment. It is therefore

NOW Monitors Politicians' Records

The Nashville Chapter of the National Organization for Women (NOW) is putting together women's issues voting records (or policy statements) of the candidates running in the November elections. If you would like this information, contact us at P.O. Box 120523, Nashville, TN 37212.

Nashville NOW meets the third Monday of each month (except December) at 8 p.m. in the YWCA house at 1608 Woodmont Blvd. The meetings are open to all interested persons.

important to discuss the matter with friends or coworkers to find out if they share your perceptions and objections.

If direct confrontation is not a choice or does not work, the offender(s) should be reported to the appropriate person in authority, such as a dean or director of a department. Formal grievance procedure, the most serious step taken in cases of sexual harassment, is available to students as well as to employees.

Some men do not believe that many women object to sexual harassment; they think it is trivial or funny. But in 1976, *Redbook* magazine found that 92% of over 9,000 clerical and professional women surveyed experienced some form of sexual harassment at work. Of these, half said they or someone they knew changed jobs because of the problem. 75% said they thought it would do no good to report the objectionable behavior to their supervisor.

The 1980 *Report on the Sexual Harassment of Students*, from the National Advisory Council on Women's Educational Programs, quotes students from campuses around the country to illustrate their experience with all types of sexual harassment, from the least to the most serious. (A copy of the *Report* is on file at the Women's Center.)

Vanderbilt is not free from incidents of sexual harassment; five cases were reported last year to the Women's Center and the Opportunity Development Center. Discussions with undergraduate students suggest that the most common form of sexual harassment on campus is sexist jokes or comments directed toward women. Obviously this sort of behavior is less serious than threats or intimidation. But toleration of any form of sexual harassment perpetuates a double standard which blocks equal opportunity for women and men.

-Nancy A. Ransom, Director
Women's Center

Edited by Linda Karwedsky

TO RECEIVE YOUR OWN LABELED COPY OF WOMEN'S VU return the form below or call the Women's Center, 322-4843, to place your name on the mailing list.

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

Name _____

Department _____

Address _____

Student (please give school and class) _____

Staff _____ Faculty _____



Vanderbilt Women's Center
E-2 West Side Row
Box 1513, Station B
Nashville, TN 37235