Panel criticizes sexual harassment policy

By Tara Murphy
Staff Writer

The sexual harassment policy at Cal Poly is really no policy at all, a Cal Poly professor said Thursday.

"The university doesn't really have a policy," said Fred Stultz, professor of psychology and human development. "The policy is primarily designed to keep the university out of court."

Stultz led a panel discussion on sexual harassment in conjunction with Women's Week. The panel included psychology professor Margaret Berrio, Vickie Farrer from County Personnel Services and Elie Ax

The administration was not represented, Stultz said, because administrators are appointed by the president and they represent the university point of view.

Topics discussed ranged from dealing with harassment to personal experiences with the problem.

Stultz said there are three choices a woman can make when she faces harassment: "One, she can do nothing; two, she can go through the university channels; or three, she can immediately seek legal counseling."

Helen Fay, a former computer science graduate student, filed a complaint against the university and computer science professor Emile Attala in November 1988. She said at the discussion that her advice would be to get an attorney. "Where it really broke down for me was in the president's office this past September, when I went in to find out the status of the case."

Fay said President Baker and Jan Pieper, university personnel director, told her, "'We don't want to embarrass a faculty person.' That's anything but protection and support."

Fay said she was told on Monday that if she proceeded with her $1 million civil lawsuit, she should expect it to take three, four or five years until the complaint was heard. "The only defense for the harasser is to make me into a crazy person."

Fay said any aspect of her life could be questioned. "If I have to be bloodied along the way, that's the way it has to be."

She said she was told that it would be four or five years until the complaint was legally resolved. Fay said it was emotionally very difficult to listen to the panel discussion.

Wendy Reynoso, who also has a harassment case pending, was very emotional. Reynoso filed a complaint with the Fair Employment and Housing Department in December after the university and CSU Chancellor's Office dismissed her complaint.

See HARASSMENT, page 6

All that jazz...

Electrical engineering senior Kelvin Tuggle heats up the drums at the tail end of a cold week on Dexter lawn Thursday. Tuggle was one-third the power of Old School Quartet.

ASI approves $50,000 loan to crew club for Morro Bay boathouse

By Jason Foster
Staff Writer

The ASI Board of Directors approved a $50,000 maximum loan Wednesday to the crew club to build a boathouse.

The loan, which will come from ASI's newly-created Capital Expenditure Reserve, will be paid back over 10 years, said Chris Arnold, ASI Vice President of Finance.

Arnold figures, however, that the crew club will not need the maximum. "There's only a slim chance that crew will actually need all of it," he said.

Crew President Ann Nebiker presented a proposal to the board Wednesday that estimated the boathouse would cost just over $40,000.

Nebiker said crew asked for a maximum of $50,000 to cover such contingency costs as inflation.

The boathouse will be located on land owned by Pacific Gas & Electric behind Coleman Park in Morro Bay, and the crew club is working on getting the proper permits from the city.

In other business Wednesday night, John Butler, chairman of ASI's Academic Commission, decided to postpone discussion of two proposed resolutions, one regarding credit/no credit grading and another regarding the status of the case pending, was very emotional. Reynoso filed a complaint with the Fair Employment and Housing Department in December after the university and CSU Chancellor's Office dismissed her complaint.

See ASI, page 5

'Reverse discrimination' a political term, prof says

By Glenn Horn
Staff Writer

Affirmative action and preferential treatment programs have been called 'reverse discrimination' by opponents to promote negative responses, just as the War Department is now called the Department of Defense to induce favorable attitudes.

Traditionally, "the whole point of the discrimination area is that it does have (negative) systematic consequences."

See FETZER, page 5

Solutions, anyone?

Sports Editor Rob Lorenz examines the athletic department's financial woes and the steps that aren't being taken to solve them.

It's a small, small world...

Engineering Week kicks off next week. Featured will be engineers from Disneyland, plus much more.

Is there no end?

A ton of sports events to keep you busy this three-day weekend.
The athletic department is more than $50,000 in debt and many of our intercollegiate sports programs run the risk of being dropped back to club status. What is being done about it?

Well, there's a financial report with a number of suggested remedies sitting on President Warren Baker's desk. It's been sitting on his desk for two weeks, and the indication is he won't be through studying it until the end of the month. At least.

Athletic Director Kendrick Walker and his staff spent months compiling the report and exploring possible ways to handle such a tremendous debt from piling up in the future. It is a clear, concise report that needs little or no translating. Yet it sits on Baker's desk, gathering dust.

The bottom line spelled out by the report is that at least four and maybe more teams are not going to be competing as sanctioned NCAA sports in the near future. For those sports that face the potential of being dropped, the waiting game being played out has got to be excruciating.

"I'd like to see the report," said men's cross country and track coach Tom Henderson. "I think we (the coaches) all have worries, but until we see the report it's a big mystery. I just can't squint my worries too much."

For when and if a sport is dropped, not only is the coach instantly out of a job, but the athletes who came here to compete for Cal Poly are also faced with the task of finding another school that will allow them to compete.

"I just hope it's not my program," said women's tennis coach Zindell Grafe who came here to compete for Cal Poly after being cut at San Jose State. Now other schools potentially stand to benefit from our future cutbacks. And the longer we wait to make a decision, the more money that's lost."

Program costs.

The bottom line is that we've been trying to support many sports for too long from an isolated location that doesn't allow many one-day trips. Now other schools potentially stand to benefit from our future cutbacks. And the longer we wait to make a decision, the more money that's lost."

The wrestlers were instantly faced with the decision, the longer athletes and coaches hang on, waiting to find out the fate of their programs. And that isn't fair to anyone.

Rob Lorenz is sports editor for Mustang Daily.
Totally totem

Jennifer Meag (standing), an architecture freshman, and Angela Villanueva, an architecture sophomore, build a totem pole for their Architecture 102 class. The class is the Fundamentals of Environmental Design.

Engineering Week to kick off nationwide, at Poly on Tuesday

Celebration will feature speakers, displays, forums

By Patty Hayes

Staff Writer

Cal Poly engineering students will join others across the country in celebrating National Engineering Week Feb. 20-23. A series of activities, to be capped off with a keynote speech by two engineers from Disneyland, will be held to "showcase the engineering experience," said Engineering Week Chairman Steven Strenn.

Engineering Week is sponsored by the School of Engineering Council in conjunction with various clubs, Strenn said. He said the council will provide the forum for the engineering clubs and groups to display their work and show what their clubs are about.

The festivities begin Tuesday with a barbecue from 11 a.m. to 1 p.m. on the Dexter Building lawn. The barbecue is sponsored by the Engineering Council, Strenn said.

On Thursday, about 20 club displays and activities will be set up from 10 a.m. to 2 p.m. in the University Union Plaza. The activities will include a Frisbee toss and a Popsicle stick bridge-building contest. Also on Thursday, a career symposium for all technical majors will be held in Chumash Auditorium from 11 a.m. to 3 p.m.

The Minority Engineering Program's annual awards dinner will be held at 7 p.m. Thursday in Chumash Auditorium.

Friday's events include a seminar on biomedical engineering from 10 a.m. to 11:30 a.m. and a reception for faculty, students and industry representatives. Both will take place in Room 220 of the University Union.

According to Marlene Scherer of the Cal Poly Placement Center, the seminar will be presented by "a panel of three biomedical engineers giving their insight and experience in the field."

The festivities will end with the 14th annual "Evening with Industry" banquet Friday at 7 p.m. at the Embassy Suites Hotel. Representatives from about 40 companies and governmental agencies will be present to meet and talk with students.

The keynote address will be given by two members of Disneyland's Engineering Department, Deborah Orr-Bales and Mark Richard Patterson.

The banquet is sponsored by the Society of Women Engineers. Mae Fong, SWE's chair of "Evening with Industry," said the banquet is planned to have "an informal atmosphere to see what companies are like."

See ENGINEERING, page 8

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FETZER

From page 1
he said. "That is the reason we acted to outlaw it."

"Discrimination wouldn't need to generate any particular response, if it didn't have certain consequences."

Affirmative action, however, does not have negative results such as feelings of inferiority of an entire race and thus should not be compared to the historical definition of discrimination, Fetzer said.

Some whites "are naturally going to cry foul because they're losing the benefits they had from historical discrimination," he said.

"Most of the thrust of the term 'reverse discrimination' comes to bear in the boundaries for women in our society and Japan."

Barbara Mori, a social science associate professor, spoke Wednesday in Chumash Auditorium as part of Women's Week about how Western and Asian women interact through the traditional Tea Ceremony.

"I don't have negative results from that," she said. "That is the reason we do the ceremony, to interact through the traditional Tea Ceremony."

Mori lived in Japan for a number of years and conducted 150 interviews there and Hawaii to learn about the ceremony, of which there are 350 variations.

In front of an audience of about 30 students, Mori said her interest in the ceremony began during a seminar in Hawaii about diversity, but she doesn't think there are problems with linguistic variations. There are seven Japanese words that translate into "tea ceremony." One word implies the aesthetic qualities of the ceremony; another denotes the discipline involved in the ceremony; a third word means special training in the art form; a fourth, how to properly prepare the tea.

FETZER FROM PAGE 1
No date to resume discussion of resolution 90-06 was set.

Butler said discussion of resolution 90-06 was postponed two weeks because "we need to work ourselves from 45 indiscriminate units to 18 upper division units.

No date to resume discussion of resolution 90-05 was set.

Butler said discussion of resolution 90-06 was postponed two weeks because "we need to work out some flaws."

The intention of resolution 90-06 is to have President Baker "re-examine" a resolution passed by the Academic Senate on Jan. 30. The senate's resolution allows registration into 300 and 400 level courses only to persons who have completed assigned prerequisites.

"We need to take some time and gather some hard facts so that when it (resolution 90-06) goes to President Baker, it will be a solid argument and not one based on conjecture," said Butler.

"It's just a matter of time."

From page 1

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From page 1

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HARASSMENT

From page 1

Reynoso said her case is "in a holding pattern now." She said the department filed a complaint with Cal Poly, and the university has a number of weeks to respond. Reynoso said if the department comes up with a tentative solution that either she or Cal Poly rejects, the case would be investigated, which would take seven to nine months to begin.

When asked about her present status, Reynoso praised the management of her new position in Financial Aid. She said she was upset when transferred from Student Academic Services but had been allowed to "curve her position" to continue to work as a minority student adviser.

"It's not the career I wanted," Reynoso said, breaking into tears. "I miss the students I worked with."

Other audience members, both men and women, said they had experienced harassment problems at Cal Poly and that they had not made formal complaints. One woman, addressing the panel, said she had talked to a department head when she had problems with a computer science teacher and was told that "this professor was known for this behavior and that other students had complained.

Women are systematically discriminated against, she said, when complaining of harassment. "The institution does everything to protect itself and nothing to protect students and employees."

Margaret Berrio said the university has "a responsibility to help women and men who may be harassed."

Berrio, chair of the Status of Women Committee in the Academic Senate, said her committee had looked at the university policy before and after the sexual harassment cases came out this fall, and they made recommendations and passed it on to another committee. According to Stultz, an Academic Senate

See HARASSMENT, page 8

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Sports Calendar

Friday, February 16

- Men's Basketball vs. Chapman College — Game time is 8:05 p.m. in Mott Gym.
- Baseball vs. Chico State — Game time is 2 p.m. at Sinsheimer Stadium.
- Men's Tennis — The men will be in San Diego for a tournament to run through Sunday.
- Track — Women athletes Teena Colebrook (open mile), Gina Albanese (Olympic development 800 meters), Laurie Darritte (Olympic development 800 meters), Shannin Stevens (Olympic development 400 meters and 60 meter hurdles) and Sharon Pauzly (Olympic development 60 meter hurdles); and the men's mile relay team (Olympic development) and Scott Hempel (Olympic development mile) will race in the L.A. Times Invitational.
- Swimming — The swim team is in Riverside through Sunday for the CCAA championships.
- Men's Volleyball at UC Berkeley — Game time is at 7:30 p.m.
- Men's Gymnastics at Texas Austin

Saturday, February 17

- Men's Basketball vs. CSU Dominguez Hills — The game begins at 5:45 in Mott Gym.
- Women's Basketball vs. CSU Dominguez Hills — The game begins at 5:45 in Mott Gym.
- Baseball vs. Chico State — The Mustangs will take on Chico at noon at Sinsheimer Stadium.
- Women's Tennis at University of Pacific — The match begins at 2 p.m. in Stockton.
- Track at UC Santa Barbara — The track squads will travel to UCSB.
- Wrestling at Stanford — The dual meet will begin at 7 p.m. in Palo Alto.
- Rugby — The rugby club will be at a tournament through Sunday.
- Lacrosse vs. San Jose State — Game time is 1 p.m. at Mustang Stadium.
- Cycling — The wheelchair will be at SDSU.
- Men's Volleyball at UC Santa Cruz — Game time is 7:30 in Santa Cruz.
- Men's Gymnastics at the Texas State Invitational
- Ultimate Frisbee — The ultimate frisbee club will be in San Diego for a tournament.
- Logging — The Cal Poly logging team will be hosting a competition at the NRM greenhouse.
- Golf — The Cal Poly Golf Association will be in Las Vegas for a tournament.

Sunday, February 18

- Women's Tennis — The women will be in Santa Clara for a match against the Broncos.
- Men's Volleyball at Santa Clara — Game time is noon in Santa Clara.
- Women's Tennis — The women will be at San Jose State for a match with the Spartans.

ENGINEERING

From page 3

Awards and scholarships will also be presented Friday evening, Fong said.

HARASSMENT

From page 6

The game begins at 8:05 p.m. in Mott Gym.

Speaking about the connection between Zen Buddhism and the tea ceremony, Mori said both Zen and the ceremony attempt to separate process and thought. "Everything you do should be meditative. Meditation is a sense of calm, where the mind is free from the body. The point of meditation is to feel what you feel as intensely as you feel it at that moment — and then let it go." Mori said there are four values associated with tea: balance, respect, spiritual purity and tranquility. The fourth value, said Mori, is an outcome of the combination of the first three, not a goal.

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TEA

From page 5

A fifth can be defined as learning the practice of the tea ceremony; a sixth word means a 4½ hour combination of ceremonies; and lastly, it can be translated as a public gathering for tea. Utensils are used to create the mood and atmosphere for the ceremony, whether it is casual, formal or somewhere in between.

The tea teachers, who must study for 20 years and memorize the 350 different ceremonies, encourage students to ask questions. Rarely will they speak otherwise. Mori said students come to an understanding by learning the patterns based on the utensils used and developing their own insights.

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