

# UBC Reports

Volume 33 Number 19, October 22, 1987

## Amendment limits freedom to create new faculties

# University Act threatens autonomy

by Debora Sweeney

Recent amendments to the University Act could compromise the autonomy of B.C. universities, according to two UBC vice-presidents.

Drs. Daniel Birch and Albert McClean said they also are concerned the amendments will create unnecessary procedures and bureaucracy.

The new legislation, drafted in July, states: The minister shall not interfere in the exercise of powers conferred on a university with respect to academic policies and standards, standards for admission and graduation, and the selection and appointment of staff.

But it goes on to say a university shall not establish a new degree program without the approval of a minister. This is what has Birch worried.

"It's a real zinger," he said, "it allows the government to hold the hammer over us and it tends to make all of the previous statements of autonomy fairly empty."

Birch said he does not believe the current minister, Stan Hagen, with whom the university has had "responsive, open relations," would attempt to undermine the universities' authority. However, he is concerned about how future governments might interpret the legislation.

As well, he is concerned about unnecessary bureaucracy. He cited as an example the Department of Geography's decision to offer B.Sc. programs in addition to B.A. programs in 1971. The transition required no extra funding and no new facilities.

"You would think that would be a pro-forma decision -- and it was at the time," he said. "Now, the ministry says we need a committee for this, this and this. The decisions

should be in-house."

Birch said the Tri-Universities Presidents' Council, established last month, is the appropriate body to make decisions on university programs. The council is composed of the presidents and vice-presidents, academic and finance, from UBC, U Vic and SFU. That way, the individual universities could still approach the Advanced Education Ministry for extra funding.

"Basically, the strategy of the three universities is, look, let us coordinate matters in our own house and we will set up and provide mechanisms," said Birch. "We're in the best position to order trade-offs. Don't take the decisions outside the universities."

Birch said the university has written to the minister's office, asking that the amendment be removed from the University Act. He said ministry staff refuse to indicate whether that will happen.



Dr. Daniel Birch

## B.C. Science Council honours UBC profs

Two UBC professors will receive the Science Council of British Columbia's top award at a ceremony tonight, UBC Reports has learned.

Dr. Peter Hochachka, a zoology professor, and Dr. Roy Nodwell, professor emeritus of physics, each will be awarded the 1987 B.C. Science and Engineering Gold Medal. The prizes were established by the Science Council to increase public awareness of the achievements made by scientists and engineers in the province.

Hochachka is being honored for his contributions to understanding how animals survive in conditions of low, or no oxygen.

His studies have taken him from his campus laboratory to Hawaii, the Amazon and Antarctica. Hochachka's research on how certain animals protect their cells and tissues against hypoxia have enabled him to show that in low-oxygen situations, the cells of the animals radically decrease their energy needs, reducing their metabolic rate.

Nodwell is being recognized for his contributions to "technology transfer," the process of commercializing certain university research.

He has been widely acclaimed for his pioneering research in laser light scattering and light mixing. Nodwell saw the commercial possibilities arising from his research and encouraged his colleagues and students to transfer that and other technologies from their laboratories to the marketplace.

A research team from MacMillan Bloedel also will receive a Gold Medal, for the invention and development of Parallam parallel strand lumber. Parallam is one of the world's strongest wood-based building materials.

A member of the research team, Dr. Mark Churchland, did his Ph.D. studies and thesis under the direction of Nodwell.

The names of the winners will be announced tonight on a special one-hour program on science in British Columbia, broadcast on the Knowledge Network.



The National Steel Band of Trinidad and Tobago gave two performances on campus last week as part of the Commonwealth celebrations.

## Commonwealth capers...

by Lorie Chortyk

You didn't have to leave the campus to capture the Commonwealth spirit last week. UBC played host to many Commonwealth VIPs, ranging from Zimbabwe Prime Minister Robert Mugabe and External Affairs Minister Joe Clark to Mila Mulrone and Communications Minister Flora Macdonald. President David Strangway even got to do a bit of royal handshaking.

The Museum of Anthropology was the setting for many of the special Commonwealth events, beginning with a performance of Sri Lankan mask dancing and drumming by the Kelanyia Free Lancers Oct. 11.

Canada's first lady Mila Mulrone attended a reception at the museum two days later to open a special exhibit entitled Images: Photographic Expressions of the Commonwealth. The exhibit features 260 color and black and white photographs on life in the Commonwealth, selected from a 1986 competition held in London, England. Later that evening VIPs gathered at the museum to celebrate the opening of the exhibit and to watch a performance of the National Steel Band of Trinidad and Tobago. The band also performed a noon-hour concert Oct. 16 in SUB Plaza.

Communications Minister Flora Macdonald came to the campus Oct. 14 for a tour of the anthropology museum hosted by President Strangway, and the following day Joe Clark and Commonwealth foreign trade ministers used the museum as a setting for a question and answer session with students. Earlier in

the day Clark and the trade ministers attended a luncheon at UBC's Cecil Green Park.

Another high-profile event on campus was a visit by Zimbabwe Prime Minister Robert Mugabe, who spoke to about 400 students in the SUB Auditorium Oct. 14. He told the standing-room-only crowd that it was necessary to fight violence with violence to put an end to apartheid in South Africa.

Mugabe attended a lunch sponsored by the International Relations Students' Association and the federal Department of Regional and Industrial Expansion, and visited a photo exhibit on Zimbabwe at UBC's Asian Centre before leaving the campus. The exhibit by Canadian photojournalist Bruce Paton chronicles the struggles of the Zimbabwe people to develop social and economic programs.

Apartheid was also the focus of a Commonwealth Public Forum on South Africa sponsored by the Alma Mater Society Oct. 13.

UBC faculty members served as a resource for local, national and international reporters gathered in Vancouver last week, responding to hundreds of media enquiries on a wide range of Commonwealth topics. The Political Science Department alone fielded more than 200 telephone calls.

UBC officials were also visible at off-campus functions during the Commonwealth Conference. On Oct. 15, along with federal Trade Minister Pat Carney, President Strangway accompanied Queen Elizabeth II and Prince Philip on a tour of the Expo Science Centre and to the Vancouver Law Courts, where the queen unveiled B.C.'s new coat of arms.

## Canadian universities in national spotlight

by Lorie Chortyk

Issues affecting Canadian universities will be in the national spotlight Oct. 25-28 when government, university and business leaders gather at a four-day National Forum on Post-Secondary Education in Saskatoon.

President David Strangway, a member of the forum's steering committee, called the meeting "historic."

"The issues being discussed are not new -- they're problems universities have been talking about for a long time. What is significant is that the forum is being sponsored by the federal and provincial governments," he said. "It's historic that the concerns of universities are receiving national attention with support at both the federal and provincial levels."

The proposal to sponsor the forum was included in the Speech from the Throne last October, and was officially announced March 30 by Secretary of State David Crombie and Council of Ministers of Education chairman Tony Brummet. Issues on the agenda range from accessibility and quality of education to managing and financing post-secondary institutions.

One issue that Strangway is particularly interested in is what he terms "differentiation" in Canadian universities.

"I think Canada has to decide whether it really wants to promote a university system in which institutions are carbon copies of each other, all offering the same type of education," he said. "My personal view is that if we're going to have widespread accessibility, we're going to have to have a system where some universities are research-intensive, some have a strong liberal arts focus, others are more technical and so on."

"I don't think a university can be all things to all people and still do its job well."

Strangway feels the success of the national debate will hinge on whether or not the conference leads to a plan of action for on-going discussion and change.

"If it's just going to be a one-time occasion where we sit around and discuss the issues, I don't know how useful the meeting will be," he said. "I think the forum will be successful if we can bring pressure on the provincial ministers of education and David Crombie's office to establish a standing body or on-going activity so that the concerns of universities will be discussed on a continuing basis at a national level."

# Sewage treatment helps poplars grow

by Jo Moss

The Okanagan community of Vernon has discovered a unique way to make money out of sewage, and UBC forestry professor Jack Thirgood is showing how it can be done.

The waste will be used to irrigate a plantation of poplar trees that will eventually be used in a pulp and paper mill.

According to Thirgood, it's a simple, cheap solution to the problems of waste disposal never tried in Canada before.

Not only will this system solve the community's headaches of waste disposal, but in the future it could boost its tourism industry.

Thirgood and Dean of Forestry Robert Kennedy recently signed an agreement with the City of Vernon to collaborate on a trial plantation. More than 10,000 fast-growing poplar hybrids on a 50-hectare plot will be sprayed with the treated waste. UBC graduate student George Nercessian will run the experiment.

Thirgood said he's confident the system will prove safe and workable.

"This is just the first stage of something that could become very big," he said.

The project will run for five years, enough time to pinpoint any problems.

"We've never grown poplars this way before in Canada. There's all the silvicultural questions of spacing, planting and tending," Thirgood explained.

The biggest potential problem may be how much water the poplars can take up. Leakage into the soil poses the threat of ground water contamination.

"We have to work out an irrigation regime which will make maximum use of the water without tailwater entering the lake," Thirgood said.

The city was going to spend \$9 million to build a deep water outfall that, in an emergency situation, could take waste to the bottom of Okanagan Lake.

But residents were concerned about contaminating their source of drinking water, and environmentalists questioned the long-term effects on the entire lakes system.

With the proposed future expansion of the poplar project to 1,000 hectares of trees,

Thirgood says the city's sewage treatment can be safely taken care of at a cost far below the pipeline proposal, just over \$100,000.

Thirgood estimates the poplars will reach a marketable size in just six to ten years. The city already has a commitment from Scott Paper in New Westminster for the poplar logs.

Several years ago, Vernon tried spraying waste on hillside grass. But hopes of a cash crop, either from hay, or grazing cattle, faded when public health regulations made the scheme unworkable.

"This time the system will be thoroughly investigated before going to large-scale application," Thirgood said.

The poplar irrigation project is a groundbreaking enterprise that could have far-reaching benefits in helping to reduce sewage entering the lakes system.

"It's a long-term commitment to the problems of the Okanagan," Thirgood said.

The poplar trees will also beautify a section of the Vernon countryside. There's already talk of building a golf course alongside.



Left to right: Vernon alderman Eric Reich; Dean Robert Kennedy, Forestry; Ald. Ken Little; Dr. Jack Thirgood, Forestry; Vernon mayor Anne Clarke; Ald. Klaus Tribes.

## Canada leads session on homeless

by Lorie Chortyk

One homeless person in a country the size and affluence of Canada is one too many.

These are the words of Dr. Peter Oberlander, who has just returned from a special one-day session on the plight of the homeless at the United Nations General Assembly in New York.

Oberlander is director of UBC's Centre for Human Settlements and a member of the Canadian delegation to the UN assembly.

Canada was the lead speaker at the session on homelessness, which was organized as part of the UN's International Year of Shelter for the Homeless.

Oberlander said the problem of homelessness is growing in Canada.

"We're not only talking about people who are totally without shelter, living out on the streets," he said. "We're talking about the 'invisible homeless' -- single parent families, the unemployed, the elderly -- people who are living in substandard housing and who are at risk of losing that shelter at any time."

Oberlander said increased unemployment, the break-up of families, and the high cost of living are just some of the reasons for homelessness.

He said the provincial government's policy to deinstitutionalize psychiatric patients has added to the problem in recent years.

"The idea that emotionally ill people who can function in a community should be taken out of institutions is a good one," said Oberlander. "But if the city isn't equipped or

prepared to provide housing for these people, you're just moving them from an institution into the streets."

Oberlander added that social assistance payments in B.C. have not been adequate to keep up with housing prices.

"Some people are paying up to 65 per cent of their income on rent," he said.

But Oberlander is optimistic about solutions for the homeless in Canada.

"One solution that's been very successful is converting old office space and warehouses into housing units," he said. "An example of this is the old Ford building at Hastings and Main, which was recently gutted and

converted into apartments."

Oberlander said it's essential that a six-fold partnership be formed if homelessness is to be alleviated in Canada.

"The federal government has to be involved because they've got the taxation power and sources of revenue to finance projects. The provincial government has the legal, and now the constitutional power to help, and the municipalities have control over zoning and building standards," he said.

Oberlander also prepared material on homelessness for presentation at the Commonwealth Conference in Vancouver.

## Universities celebrate week

by Jo Moss

Canadians from coast to coast are being asked to take seven days to consider "Investing in our Future".

That's the theme of National Universities Week, a nation-wide celebration of the role of university teaching, research and public service in community, regional and national development.

It's a chance for everyone to take stock of the tremendous contributions UBC and other Canadian universities have made to people's lives.

And it recognizes the university's role in developing the greatest resource of Canada--people.

"Universities provide the opportunity for people to realize personal dreams, to work for a better society and a better world," said UBC President David Strangway.

In Vancouver, Mayor Gordon Campbell will kick off the week with an official proclamation of the city's participation.

The three B.C. university presidents signaled the beginning of National Universities Week by joining editors and reporters of The Vancouver Sun to discuss the university's future needs. Sponsored by UBC's Community Relations Office, Strangway, Simon Fraser University president William Saywell and University of Victoria president Howard Petch joined Sun staff, October 20, to discuss what the declining state of university buildings means to the future of education in the province.

National Universities Week is a cooperative effort of the Association of Universities and Colleges of Canada, the Canadian Association of University Teachers, the Canada Federation of Students, the Public Affairs Council for Education, and regional and provincial university associations.

## CKWX radio features UBC

Turn on and tune in to UBC.

A new radio series featuring UBC researchers will hit the airwaves Nov. 1 on CKWX's satellite network, which broadcasts to 53 radio stations around the province.

The series was initiated by CKWX news director Taanta Gupta and UBC's Community Relations Office.

Each program will consist of five 90-second interviews which will run daily for a week. The series focuses on human interest and lifestyles items.

The first program to air in November will examine Post Polio Syndrome, the progression of the devastating disease that struck a generation of North Americans. Other scheduled programs include an examination of the use of anabolic steroids by young children in sports and a look at what we should all know about food safety.

Production is also under way on the next series of UBC Perspectives, UBC's on-going radio mini-documentary series hosted by Dr. David Suzuki. The latest series highlights the work of UBC faculty members in areas ranging from prescription drug abuse and terrorism to cancer screening and office politics.

The series will be broadcast to approximately 300 stations across Canada by Broadcast News in Toronto next January.

## Neurochemistry pioneer dies in Vancouver



Dr. Juda Hirsch Quastel

Juda Hirsch Quastel, an internationally acclaimed biochemist and UBC's first professor of neurochemistry, died Oct. 15 after a lengthy illness. He was 88.

Dr. Quastel's career of nearly 65 years literally spans the history of biochemistry from its origins in physiology at the beginning of the 20th Century. His pioneering contributions to the study of enzymes and cell metabolism, to the biochemistry of the brain, to soil science, to pharmacology, as well as to cancer research, have been the foundation of major advances in these sciences and have led to important breakthroughs in the treatment of disease and mental illness.

Born in Sheffield, England in 1899, Dr. Quastel studied physical chemistry at The Imperial College of Science in London. He obtained his Ph.D. in Biochemistry at Cambridge.

In the 1920's in the Biochemical Laboratory of F.G. Hopkins at Cambridge, Dr. Quastel was among the first to study the metabolism of bacteria. In the 1930s, as Director of Research at the Cardiff City Mental Hospital, he established the foundations of brain biochemistry. In 1940, at the age of 39, Dr. Quastel was elected a Fellow of the Royal Society of London.

In 1947, Dr. Quastel moved to Canada. He became Director of the McGill University/Montreal General Hospital Research Institute, where he established a major biochemical research centre.

In 1967, he came to UBC as professor of neurochemistry. He continued in active research until the onset of his final illness.

Among his many honors and awards, he was named a Companion of the Order of Canada, and was elected an Honorary Fellow of the Royal Society of Edinburgh.

A funeral service was held on Oct. 18 in the Koch Memorial Chapel at the Beth Israel Cemetery in Burnaby.

The Canadian Friends of the Hebrew University, Vancouver chapter, has established the J.H. Quastel Endowment Fund for the purpose of funding a chair in Molecular Neurobiology.

## Killam fellowships

More than 80 UBC faculty members, postdoctoral researchers and graduate students have been awarded Izaak Walton Killam Memorial fellowships for 1987/88.

The most prestigious UBC awards, the fellowships are awarded annually to top researchers on campus.

Killam Predoctoral Fellowships went to 24 graduate students--the university's 'cream of the crop'. The award supports doctoral programs of study and is renewable for a second year.

An additional 13 graduate students received a second-time award.

Killam Senior Fellowships went to 11 faculty members to assist them in research while on sabbatical leave.

For the first time this year, 15 faculty received Faculty Research Fellowships which recognize faculty at a less senior level.

Eleven outstanding researchers received the Killam Postdoctoral Fellowships, a two-year award tenable at UBC or at another university.



# THE UBC SEXUAL HARASSMENT COMMITTEE REPORT

## SECOND DRAFT



### INTRODUCTION

An Ad Hoc Advisory Committee to assist in the development of a policy on Sexual Harassment was established by the President, Dr. Strangway, in June 1986.

The Committee's terms of reference required it to make recommendations to the President on a general statement on University policy on sexual harassment, and on a set of procedures for handling complaints of sexual harassment.

The Committee held 25 meetings. It extended an invitation to a number of groups and individuals to make oral or written submissions, and a notice about the appointment of the Committee appeared in UBC Reports. A number of submissions was received, both from some of those whom the Committee had contacted and from others who got in touch with the Committee on their own initiative. The submissions that were made were of great assistance to the committee, and the members of the committee would like to express their thanks to all who helped in this way.

The first draft report was published in UBC Reports on April 16, 1987, and circulated to a number of groups on campus. Comments were invited by June 30, 1987.

A number of comments were received, and the second draft has been revised to reflect some but not all of these comments. The portions of the report that have been amended are indicated by a line down the right hand side of the amended part of the report.

Several groups and individuals requested that the original deadline for the receipt of comments be extended. This second draft is therefore being circulated, with a request that comments on it be received, at the latest, by November 30, 1987.

The Report is divided into two parts. Part I sets out a recommended statement on general University policy. Part II contains a suggested set of procedures for dealing with complaints.

By way of introduction four points should be noted.

First, the Report is the beginning and not the end of the development of a sexual harassment policy on the campus. The Report is being circulated widely, and an opportunity provided for comment before any final policy and procedures are formally adopted.

Second, if the general thrust of the Report should prove acceptable to the University community, its recommendations will need careful implementation, the operation of the policy and procedures will require regular monitoring, and no doubt from time to time they will be modified. It will therefore be recommended that a Permanent Advisory Committee be established which, amongst other things, would have the task of supervising implementation, monitoring application and suggesting changes.

Third, the general statement of policy is intended to apply to all of the University community. However, it is recognized that some of the recommendations on procedures, particularly as they relate to discipline, may be inconsistent with existing agreements between the University and its faculty and staff. These agreements, until modified through negotiation, would, to the extent of any inconsistency, prevail over the recommendations of the Report. If, however, the procedures suggested here are adopted we think it most desirable that any existing agreements be reconsidered.

Fourth, we have drawn up a fairly detailed set of procedures; even then they may in some respects be incomplete. We went into some detail because we thought it would not be useful to simply make some general statements which would hide rather than highlight the difficulties that have to be faced. We realize that the procedures do not make easy reading. One of the tasks for a Permanent Advisory Committee would be the preparation of a short brochure which could give a simpler overview of the procedures. The detailed procedures would, however, govern the mode of dealing with complaints.

### PART I: UNIVERSITY POLICY

#### 1. THE GENERAL POLICY

The University of British Columbia is committed to providing the best possible environment for working and learning for those associated with the University. The University cannot therefore condone harassment of any kind. This policy and the procedures in Part II have been developed to deal specifically with sexual harassment.

Sexual harassment violates the fundamental rights, dignity and integrity of the individual. The fundamental objective of the University policy is to

prevent sexual harassment from occurring, but where it does occur to provide procedures for handling complaints and imposing discipline. These objectives may be achieved in a number of ways. Action needs to be taken to establish an educational programme to make the campus community aware of the nature and problems associated with sexual harassment, to provide support and counselling to those affected by it, and to establish procedures for mediation, investigation and discipline. It should be clearly understood by all associated with the University that sexual harassment is regarded as a serious offence, and is subject to a wide range of disciplinary measures, including dismissal or expulsion from the University.

The University has also the obligation to ensure that its policy and procedures are fair and are in fact applied fairly. It is necessary therefore to provide an environment in which those who allege they are the victims of sexual harassment feel free to bring complaints forward. It is equally important that those against whom allegations have been made have the opportunity to meet those allegations. The set of procedures in Part II attempts to strike that delicate balance in an equitable way.

#### 2. IMPLEMENTATION, MONITORING AND CHANGE

The adoption of a policy and of a set of procedures is only a first step. The policy and procedures need to be implemented, their operation monitored and from time to time changed.

There should therefore be appointed:

- (1) A President's Permanent Advisory Committee.
- (2) At least two Sexual Harassment Officers, one female and one male.
- (3) A panel of mediators drawn from the University community.
- (4) A Hearing Panel drawn from the University community.

The role of the Sexual Harassment Officer, the mediators and the Hearing Panel will be dealt with in detail in the procedures for dealing with complaints. In this part we deal only with the Permanent Advisory Committee.

#### 1. PERMANENT ADVISORY COMMITTEE

##### A. Terms of Reference

The Committee would be an advisory committee to the President. In general terms it would oversee the implementation of any policy and procedures, monitor their operation and recommend changes.

Its specific tasks would include, but would not necessarily be limited to, the following:

- (1) Making the whole University community aware of the policy and procedures.
- (2) Creating and implementing an educational programme designed to make all members of the University community aware of the nature of sexual harassment and of measures that may be taken to prevent it from occurring.
- (3) Advising the President on the appointment of sexual harassment officers, the panel of mediators and the hearing panel.
- (4) Arranging to provide for such instruction and education as the Committee may think necessary for mediators and hearing panel.
- (5) Providing such assistance and advice to the sexual harassment officers as may from time to time seem necessary.
- (6) Investigating complaints to decide if there is any evidence to justify a formal hearing.
- (7) Submitting an annual report to the President and to the University community.

##### B. Composition of the Committee

The Committee, and the chairperson of the Committee, should be appointed by the President. The following general guidelines should be borne in mind in making the appointments:

- (1) The Committee should consist of eight to ten people.
- (2) There should be representation from faculty, students and non-academic staff.
- (3) There should be equal representation of males and females.
- (4) Appointments should be for two years, and could be renewed. Initial appointments could be for one or two years in order to ensure continuity of experience.

### PART II: PROCEDURES

#### INTRODUCTION

We set out in this Part a suggested set of formal

procedures for dealing with complaints. In relation to some of the sections we provide some comment by way of background and explanation.

In summary, the sequence of procedures that we suggest is as follows:

- (1) Complaint to a sexual harassment officer.
- (2) Mediation.
- (3) Investigation.
- (4) Formal Hearing.

At the outset it may be useful to make two comments about these procedures.

First, it may well be the case that not every complaint would go through all of the four stages outlined above; indeed it is our hope that many of them would be resolved at the mediation stage.

Second, the procedures we suggest are intended to operate where a formal complaint is lodged. Those who are concerned about sexual harassment may continue to raise the matter with Deans, Department Heads, the Office of Women Students or supervisors. If, however, a formal complaint is to be lodged, then it must be lodged in accordance with these procedures.

#### 1. DEFINITIONS

##### 1. SEXUAL HARASSMENT

"Sexual Harassment" includes comment or conduct of a sexual nature, including sexual advances, requests for sexual favours, suggestive comments or gestures, or physical contact when any one or more of the following conditions are satisfied:

- (1) the conduct is engaged in or the comment is made by a person who knows or who ought reasonably to know that the conduct or comment is unwanted or unwelcome;
- (2) the comment or conduct is accompanied by a reward, or the express or implied promise of a reward, for compliance;
- (3) the conduct or comment is accompanied by reprisal, or an express or implied threat of reprisal, for refusal to comply;
- (4) the conduct or the comment is accompanied by the actual denial of opportunity or the express or implied threat of the denial of opportunity, for failure to comply;
- (5) the conduct or the comment is intended to, or has the effect of, creating an intimidating, hostile or offensive environment.

##### COMMENT:

This definition is based on definitions that have been adopted at a number of other universities. It attempts to strike a balance between being overly broad and general on the one hand and overly detailed and specific on the other.

As with all definitions, circumstances will no doubt arise when it will not be immediately clear if the event in question falls within the definition. It may be useful if we give some examples of what it will or will not cover.

The definition will cover the most common type of sexual harassment, of females by males. It is, however, broad enough to cover harassment of males by females, females by females and males by males. It will also cover harassment by or against all members of the University community, faculty, staff or students.

The definition could cover a single incident or a series of incidents.

The literature on sexual harassment suggests that sexual harassment is most likely to occur where some power relationship exists between the victim and the harasser. The existence of such a relationship is not, however, a necessary element in the definition.

Subject to the application of section 2.01, the definition would apply to conduct or comment that takes place outside normal working hours or off the University campus.

##### 2. COMPLAINT

"Complaint" includes a complaint, oral or written, respecting:

- (1) sexual harassment;
- (2) retaliation for the lodging of a complaint;
- (3) the lodging of a written complaint where the person lodging the complaint knows or ought to have known the complaint is ill-founded;
- (4) breach of an undertaking as to future conduct.

##### COMMENT:

The main thrust of the policy and procedures is to deal with sexual harassment as such. However, some ancillary matters need also to be dealt with.

On the one hand, it is important to protect those who make bona fide complaints, even if it is eventually decided that the complaint is not well-founded. Thus, retaliation against someone who makes a complaint may in itself be the subject of a complaint. On the other hand, it is equally important to discourage complaints that may be vexatious or malicious. It is therefore provided that it is an offence to lodge a complaint which is clearly ill-founded.

In Section 4 there is a specific provision for the giving of undertakings as to future conduct. It is conceivable that such undertakings may also be given at other stages of the application of these procedures. The breach of an undertaking should in itself be an offence.

## 2. APPLICATION OF THE POLICY AND PROCEDURES

2.01 (1) The policy and procedures apply in all cases where there is a sufficient nexus between the conduct or comment in issue and the functioning of the University.

(2) There is a sufficient nexus for the purposes of subclause (1) if the conduct or comment interferes, or could reasonably be regarded as being capable of interfering, with:

- (a) the proper functioning of the University;
- or
- (b) an individual's dignity or privacy in respect of matters connected with the individual's work or study at, or other relationship with the University.

### COMMENT:

The policy and procedures are intended to apply only to matters that concern the University. However, given that nexus, the events may take place during or outside normal working hours, or off the University campus.

2.02 The procedures for the imposition of discipline are inapplicable to the extent that they may be incompatible with any express provisions to the contrary in existing agreements between the University and its faculty or staff.

### COMMENT:

The intent behind this provision was explained in the introduction.

2.03 A complaint made under these procedures can be pursued, even though there are contemporaneous court or other proceedings related to the incident or incidents in question, unless:

- (1) it would be unlawful to pursue the complaint;
- or
- (2) the Permanent Advisory Committee, upon application, orders that the complaint be stayed.

### COMMENT:

It may happen that the events on which a complaint is based may be the subject of contemporaneous civil or criminal proceedings or of proceedings under human rights legislation. In general we do not think that this should be a ground for staying the University procedures. Indeed, if the allegations are serious enough to justify other proceedings that may be an indication that the University should be taking action.

It seems nonetheless prudent to provide for the situation where it might be unlawful to pursue a complaint within the University, and to give the Permanent Advisory Committee the authority to stay proceedings. This latter power could be exercised, for example, if the Committee decided that it would, in the circumstances, be unfair to one or more of the parties to continue the University proceedings.

2.04 All persons who may have reason to be involved in the handling of a complaint shall hold all information they may become aware of in the strictest confidence, and such information shall be disclosed only to those persons who have a valid reason for being made aware of it.

### COMMENT:

In order for the procedures to work effectively, and in order to protect the parties involved, it is important to ensure that strict confidence is maintained. This applies to everyone - sexual harassment officers; members of committees and panels; administrators; secretarial and clerical staff - who become involved in the handling of a complaint.

It should however be noted that it is not possible to give an absolute and unqualified guarantee that information will never be disclosed. Thus, if there were civil or criminal proceedings, a person who was in possession of information could be required to disclose it under subpoena. However, this should not detract from the fact that complainants and respondents should be able to assume that complaints will be handled in the strictest confidence.

2.05 The President's Permanent Advisory Committee may, on application and submissions from interested parties, vary in any given case any of the time limitations or any minor procedural steps provided for in these rules if the committee is of the opinion that it is desirable to make

the variation and that to do so will not be unfair to any of the persons involved.

### COMMENT:

This set of procedures is being set up to try to ensure that complaints are handled in an orderly and fair manner. Specifically, provision is often made for the various steps in the procedures to be carried out within certain time limits.

In general, we would expect that it will not be necessary to depart from the procedures. However, occasions may arise when the strict application of the rules, including those setting time limits, may operate unfairly. It is desirable therefore to confer a discretion on the President's Advisory Committee to depart from the rules where it is expedient to do so, and no unfairness to the persons involved would result.

## PART III: COMPLAINTS

3.01 A person who believes that he or she has been subjected to conduct which might form the subject matter of a complaint ought to discuss the matter with a sexual harassment officer.

### COMMENT:

A person who believes that he or she has been subject to conduct which might be the subject matter of a complaint may in the first instance approach any one of a number of persons or offices at the University, e.g. an administrative officer, a faculty advisor, the Office of Women Students, union representative. The complaint may be handled to the satisfaction of the complainant at that level. However, anyone who is approached by a complainant should remind the complainant of the Sexual Harassment Policy and Procedures. If a complainant wishes to pursue the complaint following these procedures then the complaint must be brought to a sexual harassment officer.

3.02 The sexual harassment officer shall provide the complainant with advice and assistance on how to deal with the situation (including referring the complainant to appropriate support or professional services), on the policy and procedures, on the apparent validity or seriousness of the complaint, and on what action might be taken.

### COMMENT:

The sexual harassment officer is an advisor to the complainant. The officer would be in a difficult position if he or she had to advise both a complainant and a respondent. We assume that in the vast majority of cases a respondent would be able to get advice and support from such organizations as the Faculty Association or a union.

We considered the possibility of providing that the sexual harassment officer would play a neutral role, giving impartial advice to both the complainant and the respondent (i.e. the person against whom the complaint is made). The attraction of that model is that it appears to offer equal treatment to both parties. On balance, however, we rejected this approach. It would, as has just been said, be difficult in many cases for the sexual harassment officer to advise the parties in a way that would be fair to both.

3.03 A complaint may not be pursued by the complainant unless the complaint is specified in writing in reasonable detail and lodged with a sexual harassment officer by at the latest one calendar year after the event, or in the case of a series of events, the last event in the series, on which the complaint is based.

### COMMENT:

Complaints should be lodged promptly. This has a number of advantages; for example, events will be fresher in the minds of those involved, witnesses are more likely to be still available.

On the other hand, there may be valid reasons for someone taking some time over the lodging of a complaint. For example, a student in a course lasting through the full winter session may wish to have completed any final examinations and received the results before lodging a complaint. The one-year limitation period accommodates this example.

It should be noted that the written complaint must be lodged within at least one year of the alleged event. In order to comply with that requirement, a complainant would probably have to have discussed the complaint with a sexual harassment officer some time reasonably in advance of the expiry of the one-year period.

3.04 Subject to sections 5.01 and 5.07, a decision to pursue a complaint under these rules rests with the complainant, and having made a complaint the complainant may withdraw it at any time.

### COMMENT:

As a matter of principle and as a matter of practicality it should be up to the complainant to decide if the complaint is to go forward. If in fact the complainant is not prepared to cooperate then it will in general not be possible to pursue

the complaint.

This policy is, however, qualified in two ways later in the procedures. First, under section 5.01 the respondent or the University may ask for a complaint to be investigated even if the complainant does not ask for that to be done. Second, under section 5.07 the respondent may initiate a hearing even if the complainant does not exercise that option.

3.05 Events that take place after the giving of written notice may, without the filing of a further complaint but with due notice to the complainant or respondent, be the subject of mediation, investigation or formal hearing.

### COMMENT:

Once a complaint has been lodged events may occur which the complainant or the respondent may allege are either relevant to the original complaint or which in themselves constitute further offences. An example of the latter might be an alleged retaliation for the lodging of a complaint. The purpose of section 3.05 is to ensure these may be dealt with, on notice, but without the need for the filing of a further formal complaint.

3.06 If a written complaint is not lodged within the prescribed time limit, the sexual harassment officer shall seal all records that may have been compiled, and no person shall have access to those records, unless with the consent of the Sexual Harassment Advisory Committee. The sexual harassment officer may however publish statistical information as to the number of complaints made and information as to the general types of complaints, including information on whether the complaints were made by or against faculty, staff or students.

### COMMENT:

In the first draft report we had recommended that if a written complaint was not lodged any notes or records should be destroyed. On balance we think that is not wise. It may be in the interests of a complainant, a respondent or the University that those records be available. On the other hand, they should not be easily available. It seems to us that any records would be properly safeguarded if they were sealed, retained in the custody of the sexual harassment officer and access to them controlled by the Sexual Harassment Advisory Committee.

3.07 If a written complaint is lodged within the prescribed time limit, the sexual harassment officers shall, within 5 working days of receiving the complaint:

- (1) deliver to the respondent a copy of the complaint, a copy of the policy and procedures, shall explain the procedures to the respondent, and in particular shall inform the respondent that on request by the respondent the Chairperson of the Sexual Harassment Advisory Committee will nominate a member of that committee to provide advice to the respondent;
- (2) deliver a copy of the complaint to the Dean of the Faculty or the Head of the non-academic unit to which the respondent is attached.

### COMMENT:

Once a written complaint has been lodged, it is desirable that the respondent be informed promptly. It is also desirable that at this stage the administrative officer of the faculty or unit to which the respondent is attached be made aware of the fact that a written complaint has been lodged.

Section 3.07 would require both sexual harassment officers to deliver the complaint to the respondent; this would, it is hoped, diminish the risk of misunderstandings. The sexual harassment officers should make it clear that while they can explain procedures they cannot give advice. They should therefore impress upon the respondent the desirability of obtaining independent advice from other quarters. If the respondent so wishes a member of the Sexual Harassment Advisory Committee may provide advice. In that case, the member of the committee would of course be precluded from taking part as a member of the committee in dealing with the case.

- 3.08 (1) The respondent may, if he or she wishes, respond in writing to the complaint.
- (2) Any response in writing under sub-section (1) shall be delivered to a sexual harassment officer within 15 working days of the receipt by the respondent of the written complaint of the complainant.
- (3) Within 5 working days of receiving a written response from the respondent the sexual harassment officer shall deliver a copy of that response to the complainant.
- (4) The sexual harassment officer shall also deliver a copy of any response to the Dean of the Faculty or the Head of the non-academic unit to which the respondent is attached.

## PART IV: MEDIATION

### INTRODUCTORY COMMENT

In many ways the most desirable way to dispose of



a complaint is for the parties to resolve the issue themselves. Mediation offers that possibility. The role of a mediator is not to resolve the dispute or to come to a judgment about it. Rather it is to help the parties themselves to come to an agreement.

There will no doubt be complaints that do not easily lend themselves to mediation. However, the initiation of mediation requires the consent of both parties. This controls the risk of mediation being used where it might not be appropriate.

- 4.01 (1) Within 30 working days of the delivery of the complaint to the respondent, either the complainant or the respondent may notify the sexual harassment officer in writing that he or she is prepared to resolve the matters in dispute through mediation.
- (2) If no such notice is given to the sexual harassment officer then it shall be presumed that mediation will not take place.

**COMMENT:**

The purpose of this section is to enable either the complainant or the respondent to indicate a willingness to proceed to mediation. There is no commitment to mediation at this stage, simply a commitment to a willingness to see if mediation can be arranged.

The 30-day period runs from the date of the delivery of the complaint to the respondent. It includes therefore the two time periods referred to in section 3.08.

If within the 30-day period neither the complainant nor the respondent indicates a willingness to consider mediation then the way is open for an investigation under Part V.

- 4.02 On receipt of notice in writing from either the complainant or the respondent that he or she is willing to consider mediation, the sexual harassment officer shall immediately deliver to the chairperson of the mediation panel:
- (1) a copy of the complaint by the complainant;
- (2) a copy of the response or complaint, if any, of the respondent;
- (3) a copy of the written notice or notices indicating a willingness to consider mediation.
- 4.03 (1) The chairperson of the mediation panel shall, on receiving the material referred to in section 4.02, enter into consultations with the complainant and the respondent in an attempt to secure their agreement to a mediator and the terms of reference for the mediation.
- (2) An agreement on a mediator and on the terms of reference for mediation shall be reduced to writing and signed by the complainant, the respondent and the chairperson of the mediation panel.
- (3) If an agreement in writing is not arrived at within 10 days of the receipt by the chairperson of the mediation panel of the material referred to in section 4.02, it shall be presumed that mediation will not take place.

**COMMENT:**

If either party expresses an interest in mediation the chairperson should attempt to see if agreement can be reached on a mediator and on the terms of reference of a mediator. The attempt to agree on mediation will be a delicate process and the intent is to leave considerable discretion in the hands of the chairperson as to how consultations will take place.

- 4.04 At the mediation a complainant or a respondent may each be accompanied by a person of his or her choice.

**COMMENT:**

There are two opposing views on whether or not persons other than the mediator and the two parties should be present at the mediation.

Mediation offers the parties themselves the opportunity to resolve any differences that may exist. It may be argued that the less other parties are involved in that process the better. The role of the mediator is to advise, to warn, to suggest possible solutions, but also to be neutral. That, it may be thought, is a sufficient safeguard of the interests of both parties.

We think there is much to be said in favour of this point of view. In the end, however, we were persuaded by another consideration. In many cases a respondent will be in a position of some authority with respect to the complaint. We are not sure that even a skilled mediator would always be able to hold a fair balance in those circumstances. It seems to us, therefore, that it is desirable that either party may, if he or she wishes, be accompanied at the mediation by another person.

We do not think that it would be appropriate for a sexual harassment officer to be present at the mediation in addition to the mediator, the parties and any persons the parties select. The complainant might, however, select a sexual harassment officer as the person who is to accompany him or her. A respondent may select the member of the Sexual Harassment Advisory Committee who is providing advice as the person to be present at the mediation.

- 4.05 (1) The mediation shall be completed within 15 working days of the mediator being nomi-

nated. If it is not completed within that period, the mediation shall be presumed to have failed.

- (2) If the mediation fails, the mediator shall notify in writing the parties, the chairperson of the mediation panel, the sexual harassment officer, and the administrative head of the faculty or unit to which the respondent is attached.

- 4.06 If mediation is successful, the agreement arrived at between the complainant and the respondent shall be reduced to writing, signed by the complainant and the respondent and counter-signed by the mediator. If the agreement contains undertakings as to future conduct on the part of either the complainant or the respondent, the agreement shall also be signed by a representative of the University.

**COMMENT:**

The undertakings given in the agreement may relate to conduct directed by one of the parties towards the other, or to the general conduct of one or other of the parties in the future. In either case, the undertaking should be expressed to be in favour of the University, as well as the other party, and if the undertaking was broken the University could then take proceedings in respect of that breach, either under these procedures or through any other existing procedures for imposing discipline. We have not thought it necessary to state who should sign on behalf of the University, but it would no doubt be a senior administrator.

- 4.07 A copy of any agreement reached under section 4.06 shall be provided to each of the parties, to the sexual harassment officer, and to the administrative head of the faculty or unit to which the respondent is attached.

- 4.08 Whether or not the mediation is successful, and subject to section 4.07, all records and notes created in the course of the mediation and which are in the control of the mediator shall be destroyed; and no person shall give evidence or introduce documents during any subsequent proceedings under these procedures or in any other University proceeding where that evidence or those documents would disclose what took place during the mediation.

**COMMENT:**

In order for mediation to be as effective as possible it is essential that the parties not feel constrained by the possibility that anything that they say or produce during mediation might be used in later proceedings. It is essential therefore to ensure the destruction of papers and to prohibit evidence of what happened in mediation being introduced in later proceedings.

It is important to note, however, that the University cannot control the introduction of evidence in proceedings not controlled by the University, for example in civil or criminal proceedings.

## **PART V: INVESTIGATION**

- 5.01 (1) If the complainant or the respondent does not agree to mediation, or if mediation is unsuccessful:

- (1) the complainant;
- (2) the respondent, if he or she has lodged the written complaint referred to in section 3.08(2);
- (3) the University

may notify the Sexual Harassment Advisory Committee that he or she or it wishes the complaint to be investigated. Such a notification shall be in writing and shall be delivered to the chairperson of the Sexual Harassment Advisory Committee within 5 days of the date on which it is known mediation is not to take place or on which mediation failed. If notification is not received within this period, it shall be presumed that neither the complainant, respondent, nor the University wishes to pursue the matter further.

- (2) The sexual harassment officer may at any time request the Sexual Harassment Advisory Committee to investigate what the sexual harassment officer has grounds to believe to be an incident or incidents of sexual harassment.

**COMMENT:**

Where mediation does not take place or it takes place and fails, the complainant should be afforded the opportunity of having the complaint formally investigated. This is a necessary preliminary step to a formal hearing under Part VI.

We also think that it should be open to the respondent to require a more formal investigation. If a formal complaint has been lodged, and has not gone to or has not been resolved at mediation, a respondent may well want to have an independent investigation and if need be a hearing into the allegations that were made.

The University should also have the opportunity of asking for a formal investigation. It may be that such an investigation would prove futile

if the complainant and the respondent refused to cooperate. Nonetheless there are cases - for example the breach of an undertaking in a previous mediation agreement - where the University may wish a further investigation of the issues.

It is also desirable that the sexual harassment officer have the right to ask for an investigation. As in the case of the University, the investigation may prove futile if the complainant or the respondent refuse to cooperate. Nonetheless, there may again be circumstances - for example the broken undertaking or the "repeat offender" - where the sexual harassment officer should be able to seek an investigation.

- 5.02 Within 5 days of receiving the request for an investigation, the chairperson of the Sexual Harassment Advisory Committee shall appoint two persons (one of whom may be the chairperson of the Sexual Harassment Advisory Committee) to conduct an investigation.

**COMMENT:**

It is obviously not feasible for the whole Sexual Harassment Advisory Committee to engage in an investigation. It would, however, be unwise for one person to conduct an investigation alone. It is better to have at least two people.

- 5.03 The investigating committee should make every effort to interview the complainant, the respondent, and such other persons as it sees fit, and to examine any documents it may think relevant, and it shall report its findings to the Sexual Harassment Advisory Committee within 15 working days of the date of its appointment.

**COMMENT:**

The investigating committee cannot compel the complainant, the respondent or other parties to speak to it, nor can it compel the production of documents. It should, however, make every effort to secure the cooperation of those who may have relevant information. Its report should not be invalidated if it makes a bona fide attempt to gather information, and comes to a conclusion on the basis of such information as it is able to gather.

- 5.04 (1) The Sexual Harassment Advisory Committee shall consider the report and shall decide, within 5 working days of receiving it, if there is any evidence which would warrant the complaint being referred to a Hearing Committee; in which case the University shall be obliged to initiate proceedings before a Hearing Committee;

- (2) If the Sexual Harassment Advisory Committee is not of the opinion that there is any evidence which would justify a hearing, the complainant or the respondent may nonetheless initiate proceedings before a Hearing Committee.

**COMMENT:**

In carrying out its mandate under section 5.05 the Sexual Harassment Advisory Committee would not be making a decision on whether or not the complaint is well-founded. Its task is more limited - to determine if there is some evidence which would justify a formal hearing. In reaching that conclusion the committee should not make decisions that resolve issues of credibility. If in part a decision may turn on whether the evidence of one witness is to be preferred to that of the other, that decision should be left for a formal hearing and not be decided by the Sexual Harassment Advisory Committee.

There is room for some difference of opinion on the extent to which a complainant or respondent should be able to insist on a formal hearing.

On the one hand, with respect to a complainant, it may in fact be argued that a complainant ought to be able to insist on a formal hearing without the need for a prior investigation of any sort. It is said that as a matter of principle, complainants ought to be able to obtain a formal hearing if they perceive that some wrong has been done to them, even if it should eventually be decided that the complaint is ill-founded. Moreover, experience has shown that very few complaints are made lightly and very few have no foundation in fact.

It seems to us, however, that it would be unfair to respondents to require that they be forced to participate in a University initiated hearing if there is not determined to be at least some evidence that would indicate that a hearing is needed; and that it would be equally wrong to require the University to initiate a hearing in such circumstances. Moreover, the threshold for a mandatory hearing is low - simply that the Sexual Harassment Advisory Committee decides that there is some evidence that would warrant a hearing. The suggested procedure does not, therefore, set up a major hurdle to a University initiated formal hearing.

On the other hand, if the Sexual Harassment Advisory Committee has decided that there is not any evidence to warrant a hearing, it may be

argued that neither the complainant nor the respondent ought to be able to insist on a formal hearing. However, we recognize that it is possible that the Sexual Harassment Advisory Committee may on occasion err in its judgment. It might be possible to provide for a re-investigation. We are not sure how feasible that would be, and it would add to what already may have been a long process. It seemed desirable, therefore, to give to a complainant the option of proceeding of his or her own volition to a formal hearing. We think that this is unlikely to be a common occurrence, but that there is some value in providing for that eventuality.

It may equally be argued that if the Sexual Harassment Advisory Committee has decided there is not some evidence to justify a formal hearing that the respondent ought not to be able to require that a hearing take place. An analogy may be drawn to the trial process - a claim may be made and then withdrawn before a trial. However, the issues in question having been raised, the respondent may wish to have a clear resolution one way or the other, and we think that opportunity should be afforded. Again, however, we should say that we expect that this option (of requiring that a hearing take place) would be exercised rarely by respondents.

5.05 Within 5 days of reaching its decision, the Sexual Harassment Advisory Committee shall inform the following persons in writing of the decision:

- (1) the complainant;
- (2) the respondent;
- (3) the sexual harassment officer;
- (4) the appropriate administrative officers; and
- (5) the chairperson of the Hearing Panel.

5.06 When the Sexual Harassment Advisory Committee decides that a hearing is not warranted, the complainant or the respondent shall, within 10 days of receiving the decision of the Committee, notify the chairperson of the Hearing Panel in writing if it is his or her intention to initiate proceedings before the Hearing Committee.

## PART VI: HEARING

6.01 The President, with the advice of the Sexual Harassment Advisory Committee, shall nominate a Hearing Panel and shall designate one of its members as the chairperson of the panel.

### COMMENT:

We have not spelled out the composition of the Hearing Panel in detail. We envisage this being done on the advice of the Sexual Harassment Advisory Committee.

There are, however, certain criteria which would be relevant in selecting a panel:

- (1) The panel should be composed of 15 to 20 people. This would be a large enough group from which to select Hearing Committees for specific cases (see section 6.02), and would enable there to be a broadly based campus representation.
- (2) There should be representation from faculty, students, and non-academic staff.
- (3) There should be equal representation of males and females.
- (4) No member of the Sexual Harassment Advisory Committee or of the panel of mediators should be a member of the Hearing Panel.
- (5) Appointments should be for two year terms, but should be renewable. Initial appointments might be for both one and two years to ensure continuity of experience on the panel.

6.02 On being notified that a hearing is to take place, the chairperson of the Hearing Panel shall appoint three persons (of whom one may be the chairperson of the hearing panel) to act as a Hearing Committee, and nominate one of the three to act as the chairperson of the Hearing Committee; and shall notify the complainant, the respondent and the University of the composition of the Hearing Committee within 10 working days of being informed that a hearing is to take place.

### COMMENT:

Beyond stating the number of members, we do not think it possible or desirable to give more precise directions on the composition of the committee. Any given Hearing Committee ought to have male and female representation, and representation from the constituencies of the complainant and respondent. The exact composition of each committee is, however, best left to the judgment of the chairperson of the Hearing Panel.

- 6.03 (1) Challenges for cause to the composition of the Hearing Committee may be made in writing to the chairperson of the Hearing Panel within 7 days of the receipt of notification of the composition of the Committee.
- (2) Challenges for cause may be made at a later date to the chairperson of the Hearing Panel, or, at the commencement of the hearing, to the Hearing Committee only if the informa-

tion on which the challenge is based was not available in order to make a timely challenge under sub-section (1).

- (3) The chairperson of the Hearing Panel, or the Hearing Committee, shall make a ruling in writing on any challenge for cause. If the challenge for cause is upheld the chairperson of the Hearing Panel shall appoint a replacement member of the Hearing Committee.

### COMMENT:

As a matter of general principle there is a need to provide the opportunity for a challenge for cause. If, however, some care is taken in the selection of the Hearing Committee there should be few challenges.

Challenges should in general be made promptly. If a successful challenge is made at the hearing the nomination of a replacement may delay the proceedings. There may nonetheless be good reason for a late challenge and that is provided for.

6.04 The chairperson of the Hearing Committee shall make arrangements for the hearing with all reasonable dispatch.

### COMMENT:

Making arrangements for a hearing may be fairly complex, if for no other reason than because of the number of people involved. It would not be sensible to impose a specific time limit, but it can be assumed that the chairperson of the Hearing Committee will act promptly.

- 6.05 (1) Where the University initiates the hearing, the parties shall be the University and the respondent; and the complainant may attend the hearing as an observer.
- (2) Where the complainant or the respondent initiates the hearing, the parties shall be the complainant and the respondent; and the University may attend the hearing as an observer.
- (3) Each of the parties shall be entitled to be accompanied or represented by a person of his or her choice. An observer may be accompanied by a person of his or her choice, and may participate in the proceedings when and as permitted by the Committee.

### COMMENT:

Even if they are not parties, the complainant or the University should be able to attend, and to the extent permitted by the Committee, participate in the hearing. Where the hearing is initiated by the University, the complainant has an interest beyond that of being a witness. Similarly, if the University is not formally a party, it has an interest in how the proceedings are conducted, given that they are taking place under the aegis of University policy and procedures.

6.06 The Hearing shall be conducted in a manner consistent with the requirements of natural justice, so as to give those involved a full and fair hearing.

### COMMENT:

It is not possible nor perhaps desirable to set out a detailed set of rules for the conduct of hearings, though some specific matters are dealt with in sections 6.07, 6.08 and 6.09. It nonetheless may be useful to indicate, as section 6.07 does, the general objectives of a full and fair hearing.

- 6.07 (1) Subject to sub-section (2) the hearing shall be held in private.
- (2) A sexual harassment officer, the chairperson of the Hearing Panel, the chairperson of the Advisory Committee, and a representative of the professional association, union or student body of the complainant or respondent may be present at a hearing, subject, on application, to a contrary ruling by the Hearing Committee.

### COMMENT:

There is an advantage in the operation of the policy and procedures in having the sexual harassment officer, the chairperson of the Hearing Panel and the chairperson of the Advisory Committee at the hearing. That could be of considerable value to them in carrying out their respective roles. It also seems desirable that the professional association, union or student body be able to send someone who can see how hearings are conducted.

It should be stressed that those who attend the hearings by virtue of this section are subject to rules of confidentiality. While they may use their attendance at a hearing as a basis for comment on the general nature of the policy and procedure, they must not disclose the identity of those involved or any other information about the case.

Even though there is a value in permitting those listed in section 6.06 to attend, the complainant, respondent or the University may on occasion have reasons for wishing to object to their attendance. The Hearing Committee should therefore have jurisdiction to rule on such an

objection, and if it so decides order that a particular person or persons shall be excluded.

6.08 The Hearing Committee may admit such evidence as it deems necessary and appropriate, and is not bound by the rules of evidence that apply in judicial proceedings; though in deciding what evidence it will admit the committee may take those rules into account.

### COMMENT:

It is not uncommon for it to be provided that arbitrators are not bound by the rules of evidence that are applied in judicial proceedings. These rules are sometimes excessively technical, and may result on occasion in the exclusion of evidence that would be of value. In general we think it would not be useful to comment on specific evidential problems that might arise. These are better left to argument in a particular case.

6.09 The onus of proof shall rest on the party seeking to prove that conduct that may be the subject matter of a complaint has occurred; and the standard of proof shall be on the balance of probabilities.

### COMMENT:

This section states the general rule that a person making an allegation bears the onus of proving it. We think it important, however, to specify that the standard of proof shall be on the ordinary balance of probabilities which would apply in any civil action. This is the standard which would apply in any other discipline proceeding, and we do not see that any other standard should apply because the issue may be one of sexual harassment.

6.10 The Hearing Committee has the jurisdiction to (1) make findings of fact; (2) decide if on the facts the complaint is justified; and (3) make recommendations as to discipline to the appropriate University Officer. The findings of fact and a decision on whether or not the complaint is justified shall be binding on the University, the complainant and the respondent.

6.11 The Hearing Committee shall have 20 working days from the date of the conclusion of the hearing to reach its decision.

6.12 The Hearing Committee shall give reasons in writing and it shall send copies of its reasons to the following:

- (1) the President;
- (2) the administrative head of the faculty or unit of the respondent;
- (3) the complainant;
- (4) the respondent;
- (5) the sexual harassment officer;
- (6) the chairperson of the Sexual Harassment Advisory Committee.

## PART VII: DISCIPLINE

7.01 On receiving a decision of a Hearing Committee the appropriate University officer shall decide whether or not it is appropriate to impose discipline.

7.02 In deciding on appropriate discipline, the officer shall consider, but shall not be bound by, the recommendations of the Hearing Committee.

### COMMENT:

It was noted in the introduction that questions would no doubt arise about the relationship between these procedures and existing regulations on discipline. Our assumption is that it is at the stage of the actual imposition of discipline that the existing regulations are likely to become applicable. We have not taken it to be within our mandate to attempt to analyse all of the existing regulations in detail and see how they would tie in with these procedures. However, two observations may be made on sections 7.01 and 7.02.

First, it is our understanding that, depending on the particular circumstances, any one of a number of people may have the authority to impose discipline. In section 7.01 we have therefore simply referred to the appropriate University officer.

Second, if these procedures are adopted it will be desirable, as we noted in the introduction, to rethink some of the existing agreements. For example, the Collective Agreement on Conditions of Appointment between the Faculty Association and the University provides for a Hearing Committee after the President has decided to impose discipline. We suggest a hearing before the question gets to the President. There seems no need for two hearings, or if there were to be a second hearing it should be confined to the issue of the discipline that has been imposed. This is, of course, a matter to be settled between the parties to the collective agreement. We refer to it simply as an illustration of the need, if these proposals be implemented, to consider the relationship between them and existing agreements.



# Small town girl makes good

by Debora Sweeney

Royal families, politicians and celebrities are treated like VIP's and national heroes.

Ilsa Holling, Coordinator of the UBC Conference Centre, does not fall into any of those categories. Therefore, she was stunned to find out her native homeland of Austria wanted to pay tribute to her.

Holling, who grew up in the small Austrian town of St. Veit, said she is being honoured because she went out into the world and made good.

She is one of 10 people from St. Veit who will be profiled in a documentary on Austrian national television. Her other countrymen include restaurateurs from the United States, actors and a physics professor from Germany, and a cinematographer from Mexico. On Oct. 23, they'll fly home to Austria and be welcomed as celebrities.

"It'll be quite the affair," said Holling. "A band will welcome us at the railway station, there'll be people lining the streets, we'll be whisked off to city hall for a ceremony, we'll have dinner with the mayor and local dignitaries, there'll be free beer and music and singing and speeches, and it'll all be on tv."

Holling said the purpose of the documentary is to show Austrians "how to strive to get somewhere in the big, wide world."

"Austrians really do have low self esteem," she said. "Austria was once a mighty empire and now it's a tiny country and I think a lot of people still have to deal with that. After the war, many people didn't really believe Austria

would survive in its present state as a tiny republic."

In August, an Austrian television crew came to Vancouver to film Holling at work and at home. At UBC, the crew caught Holling in the middle of the IUGG conference, which brought about 5,000 people to the university.

"I really enjoy showing off this place, this country, to my people at home," she said. "I think it's important that people learn from each other and their way of life. It's the best of both worlds."

Holling left St. Veit, a town of 12,000, 25 years ago. She was just out of high school.

"I wanted to get to know more about the world than just my little home town," she said.

But, it was never her intention to leave forever. She has gone back to visit family and friends several times because she said she loves the town's folklore and beauty.

The town was named after a martyr who was boiled in oil. The church of St. Veit, built in the 10th century, is still standing.

"It's a pretty little town, situated in a valley, surrounded by meadows and rolling hills," said Holling. "On the hills are fortresses and ruins and there are lakes nearby for swimming. I was most fortunate to grow up in that lovely, gentle area."

Holling also feels fortunate to live in Vancouver.

"I think it's wonderful," she said, "it's great to show off the campus here - it's so beautiful."

The documentary will be shown on Austrian TV on the country's national holiday, October 26.



Ilsa Holling

## Final housing phase to begin

Calls for tender will go out next month for construction of a 77-unit townhouse complex for married students in Acadia Park.

Residence administrator Robert Frampton said construction of the units, which will cost an estimated \$7 million, will begin before the New Year and will be completed by early 1989.

The new family housing development is the third and final phase of a project to upgrade student accommodation on campus. In 1985 a 187-unit townhouse development at Fairview Crescent was completed, with shared accommodation for 782 single students. Phase two, a 158-unit complex for married students, was opened earlier this year. The phase-two project was the first family housing to be constructed on campus since 1967.

Frampton said the new developments have helped ease the long waiting lists for student housing, but he said numbers are creeping up again because of the popularity of the new units.

## Shuttle bus ousance of prevention

If late-night walks on dimly lit streets and parking lots send a shiver up your spine, just hop on the UBC shuttle bus.

The mini-bus service operates from 7 to 11 p.m. seven days a week, delivering students between Main Library, the residences and outlying parking lots. The service, run by UBC's Traffic and Security Office, is in its seventh year of operation.

A spokesman for the RCMP told UBC Reports that no incidences of students being attacked have been reported this year, but acting patrol supervisor Bob Goodwin said the service is a preventive measure.


"The shuttle was set up to take away fears some students had about walking out to parking lots late at night," said Goodwin. "In my 14 years here I can't recall any attacks being reported, but I can understand why students are concerned. Until a few years ago the lighting on Main Mall was very poor, and it was just last year that new lighting was installed in B-Lot."

He said the shuttle is used by both male and female students, but top priority is given to women.

"The bus was originally only for women, but it's a long walk to B-Lot and pretty soon male students started demanding equal rights," said Goodwin.

Goodwin wishes more students would use the service.

"The traffic office is paying to provide this service and it means assigning one patrolman for a four-hour shift each night," he said. "It's a top priority for us because we want to reassure students who are nervous about wandering around late at night, but at the moment only about 10 students use the shuttle on an average night. It would be nice if more people took advantage of it."



**NATIONAL  
UNIVERSITIES'  
WEEK**  
October 24 to November 1

**Investing In Our Future**

Canada's universities are a  
window on the world.

## B.C. may be world centre

B.C. is lobbying Commonwealth ministers to make Vancouver the Commonwealth centre for open learning.

On Friday, Advanced Education Minister Stan Hagen, Economic Development Minister Grace McCarthy and Provincial Secretary Elwood Veitch, hosted an audio/visual showcase to present the concept to Commonwealth foreign ministers.

Hagen told them B.C. has risen to the educational needs of its people by using open learning to overcome diverse geographic and social distances.

"If we are to meet the challenge of reaching students where they live, we must concentrate on new programs that can be delivered by a range of technologies including computers, radio and television," he said.

B.C.'s open learning system is unique because it offers the province's entire post-secondary education system -- the resources of universities, colleges and institutions --

beamed out on satellite by the Knowledge Network.

Seven UBC faculties, medicine, nursing, agriculture, forestry, education, law and engineering, are involved. The University's primary focus is on professional development.

The minister cited Commonwealth statistics, which show between 1970-82, the number of post-secondary students increased from 35 million to 50 million, most of them in developing countries. The number of students enrolled in distance education institutions soared to more than 10 million.

But, while the foreign ministers gave the concept of distance education their "overwhelming support," they decided to postpone a final decision for two years.

A spokesman for the Knowledge Network said "we've already done a lot of work lobbying for this with the Commonwealth countries. You can bet we'll be working our buns off during the next two years to show B.C. is the best centre."

### UBC Calendar from page 4

#### WEDNESDAY, NOV. 4

##### Noon-Hour Recital

Sydney Humphries, violin. Mei-Ling Kwok, piano. Admission by donation. Recital Hall, Music Building. 12:30 p.m.

##### English Colloquium

Yet Can He Write: The speaking Silences of The Spanish Tragedy. Professor Kay Stockholder. Penthouse, Buchanan Building. 3:30 p.m.

##### Geography Colloquium

The Hunger Gap and Self-Help in Agricultural Development in Areas Liable to Famine in East Africa. Dr. Maureen Yeates, Red Sea Team. Room 201, Geography Building. 3:30 p.m.

##### Marketing Workshop

How I spend My First \$300 Million: The New Canadian Museum of Civilization. Prof. Robert Kelly. Penthouse, Henry Angus Building. 4 p.m.

##### 1987 Ecology-Resource Ecology Seminar

Investment in Silviculture: Analysis of a 'Wicked' Problem. Dr. Ian Vertinsky, Resource Ecology and F.E.P.A., UBC. Room 115, Hut B-8, 2204 Main Mall. 4:30 p.m.

##### Faculty Development Seminar

Educational Technology - Uses and Abuses. Dr. Stuart Donn, Faculty of Education, UBC. For information call 222-5272. Room 2449, Biological Sciences Building. 4:30 p.m.

#### THURSDAY, NOV. 5

##### Policy Studies In Education Seminar

A Follow-up on the National Forum on Post-Secondary Education. For information call 228-2593. Room 123, Ponderosa Annex H. 12:30 p.m.

##### UBC Chamber Strings

John Loban, Gerald Stanick, directors. Free. Recital Hall, Music Building. 12:30 p.m.

##### Psychiatry Research Day

Presentations on Basic Science and Clinical Research. Plenary address, Dr. Myrna M. Weissman, Epidemiology in Psychiatry, Columbia University. For information call 228-7327. Psychiatric Theatre, Psychiatric Pavilion, HSCB. 8:40 a.m. - 4:30 p.m.

##### Schaffer Lecture

Nitrogen Supply for Spruce on Infertile Sites (An Ecological Problem). Dr. Douglas C. Malcolm, University of Edinburgh, Scotland. Free. For information call 228-2507. Room 186, MacMillan Building. 12:30 p.m.

##### Centre for Human Settlements Lecture

Programs in Search of a Corporation: Origins of Canadian Housing Policy 1918-1948. George D. Anderson, President, Canada Mortgage and Housing Corporation, Ottawa. Everyone welcome. Room 102, Lasserre Building. 12:30 p.m.

##### Physics Colloquium

High Pressure Mineral Physics. Prof. Michael Brown, University of Washington, Seattle. Room 201, Hennings Building. 4 p.m.

##### Guest Artist Series

George Neikrug, cello. \$8 adults, \$4 students/seniors. For information call 228-3113. Recital Hall, Music Building. Information Lecture: 7:30 p.m. Performance: 8 p.m.

#### FRIDAY, NOV. 6

##### Medical Genetics Seminar

Clinical Dilemmas. Dr. Jan Friedman, Medical Genetics, UBC. Parentcraft Room, Main Floor, Grace Hospital, 4490 Oak Street. 1 p.m.

##### Chemical Engineering Seminar

Hydrodynamics of Fine Particle Fluidization. Trevor Ip, Graduate Student. Coffee available at 3:15 p.m. Room 206, Chemical Engineering Building. 3:30 p.m.

##### UBC Chamber Singers

Cortland Hultberg, director. Free. Recital Hall, Music Building. 8 p.m.

##### UBC Chamber Singers

Cortland Hultberg, director. Free. Recital Hall, Music Building. 12:30 p.m.

##### Society of Sigma Xi Meeting

Faces and Facets of Pain. Prof. Ken Craig, Psychology, UBC. Free. For information call 228-4166. Music Room, Faculty Club. 4 p.m.

### NOTICES

#### THE VANCOUVER INSTITUTE



Lecture Hall 2, Woodward Instructional Resources Centre. Free. 8:15 p.m.

##### Nitobe Memorial Garden

Open free of charge Monday to Friday 10 a.m. - 3 p.m. Closed weekends.

##### Botanical Garden

Open every day free of charge 10 a.m. - 5 p.m.

##### Fine Arts Gallery

Taking Sides in South Africa: A Photographic Documentary. Now to November 7. Tuesday - Friday, 10 a.m. - 5 p.m.; Saturday, noon - 5 p.m.

##### Museum of Anthropology

The Literary Heritage of Hinduism. Exhibition of sacred Hindu texts discussing the significance of Spiritual Knowledge. Until November.

The Hindu Divine. Six independent exhibitions explore some of the many ways in which abstract concepts of the Absolute are depicted in Indian life through bronzes, stone sculptures, popular art and everyday objects. A seventh exhibition discusses Hindu, Sikh, and Islamic religious expressions in Vancouver. Until November.

Museum admission: Adults \$2.50, children, seniors, students \$1. For more information, call 228-5087.

##### Language Exchange Program

This program is for those interested in learning foreign languages or in exchanging a foreign language for English. Call International House between 9 a.m. and 5 p.m. Monday - Friday at 228-5021.

##### Thea Koerner House Graduate Student Centre

Fireside Lounge lunch service 11:30 a.m. - 2 p.m. (M-F); Lounge open 11:30 a.m. - 11:30 p.m. (M-Th), Friday 'til 1 a.m.; Monday: Video Nights - 8 p.m.; Wednesday: Music Nights - 8 p.m.; Friday: Dance Parties - 8 p.m. Everyone welcome!

##### Badminton Club

Faculty, Staff and Graduate Student Badminton Club meets 8:30 p.m. and Fridays 7:30 p.m. (except Nov. 13) in Gym A of the Robert Osborne Sports Centre. For information call Bernie 228-4025 or 731-9966.

##### Fitness Appraisal

Physical Education & Recreation, through the John M. Buchanan Fitness and Research Centre, is administering a physical fitness assessment program to students, faculty, staff and the general public. Approximately 1 hour. \$25, students \$20. For information call 228-3996 or inquire at Room 203, War Memorial Gym.

##### Non-credit Conversational Programs in French

Begin week of Nov. 2. Morning, late afternoon and evening classes. Also available, Saturday morning class in Language Teaching Techniques. For information call Language Programs & Services, Continuing Education, at 222-5227.

# UBC Calendar

## MONDAY, OCT. 26

### Electrical Engineering Seminar

Improved High Frequency Field Effects Transistors and Applications. Prof. L. Forbes, Oregon State University. Room 158, McMillan Building. 9:30 a.m.

### B.C. Cancer Research Centre Seminar

Metals and Targeting to Combat Hypoxia. Dr. Kirsten Skov, Medical Biophysics, B.C. Cancer Research Centre. Lecture Theatre, BCCRC, 601 West 10th Avenue, Vancouver. 12 noon.

### Science for Peace Lecture

Understanding Strategic Doctrine. Prof. Michael Wallace, Political Science, UBC. Room 218, Hennings Building. 12:30 p.m.

### Japan Film Series

The Emperor and the Empress of Japan; Democracy in Action—Japan's Electoral System. Films from the Consulate General of Japan. Sponsored by the Institute of Asian Research. Free. For more information call 228-2746. Auditorium, Asian Centre. 12:30 p.m.

### Mechanical Engineering Seminar

Fluid Flow and Heat Conduction in Continuous Casting Processes. P. Matys, Graduate Student. For information call 228-4350. Room 1215, Civil & Mechanical Engineering Building. 3:30 p.m.

### Preventive Medicine & Health Promotion

Indoor Air Quality (as it applies to Occupational Health). Dr. C. Van Netten and Ms. Kay Teschke, Health Care & Epidemiology. Free. For more information call 228-2258. Room 253, James Mather Building, 5804 Fairview Crescent. 4 p.m.

### IAR Seminar Series

Socio-Economic Changes in an Emigrant Community in South China During the Deng Xiaoping Era. Prof. Woon Yuen-Fong, University of Victoria. Free. All welcome. Room 604, Asian Centre. 4:30 p.m.

### UBC Film Society - Classic Subfilms

The Birds. \$2. Hotline: 228-3697. SUB Theatre, Student Union Building. 7 p.m. and 9:30 p.m.

## TUESDAY, OCT. 27

### Botany Seminar

Transforming Plant Cells with Foreign Nuclei. Dr. John Bell, University of Saskatchewan. Room 2000, Biological Sciences Building. 12:30 p.m.

### Asian Studies/Office for Women Students Film

No Longer Silent. NFB documentary on current women's movement in India. Asian Centre Auditorium. 12:30 p.m.

### Chemistry Seminar

The Surface Science of Catalytic Nitrogen Fixation and Ethylene Hydrogenation. Prof. Gabor A. Somorjai, Chemistry, University of California, Berkeley, California. Refreshments from 12:30 p.m. prior to lecture. Room 250, Chemistry Building. 1 p.m.

### Statistics Seminar

Recentered Confidence Sets for the Mean of a Multivariate Normal Distribution When the Scale Parameter is Unknown. Peter Kim, Simon Fraser University. Room 102, Ponderosa Annex C. 3:30 p.m.

### Geological Sciences Visiting Speakers Seminar

The Distribution of Water in Rocks: Its Role in Determining Physical Properties. Dr. Rosemary Knight, Geological Sciences, UBC. Room 330A, Geological Sciences Centre. 3:30 p.m.

### The Research Centre Seminar

Polysaturated/Saturated Ratio of Dietary Fat Influences Energy Metabolism in Humans. Dr. Peter J.H. Jones, Division of Human Nutrition, UBC. Room 1F10AB, Children's Hospital, 4480 Oak Street, Vancouver. 4 p.m.

### UBC Film Society - Classic Subfilms

Frankenstein. \$2. Hotline: 228-3697. SUB Theatre, Student Union Building. 7 p.m. and 9:30 p.m.

## WEDNESDAY, OCT. 28

### Pharmacology & Therapeutics Seminar

Effects of Isoflurane Anaesthesia on Hippocampal Neurons. Mr. Peter Miu, Pharmacology & Therapeutics, UBC. Room 317, Basic Medical Sciences Building, Block C. 12 noon.

### Forestry Seminar

Growth and Yield Research Needs in British Columbia and What we are doing About it at Pacific Forest Centre. Dr. Michael Bonner, Pacific Forest Centre. Free. For information call 228-2507. Room 166, MacMillan Building. 12:30 p.m.

### Noon-Hour Recital

A Touch of Brass, brass quintet. Admission by donation. Recital Hall, Music Building. 12:30 p.m.

UBC Reports is published every second Thursday by UBC Community Relations 6328 Memorial Road, Vancouver, B.C. V6T 1W5, Telephone 228-3131.

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The mercury is climbing on UBC's United Way thermometer, registering a participation rate of well over five per cent. Campaign goal is 15 per cent. The Early Bird Draw, October 19, saw 41 donors win prizes. All donations received up to October 30, including those entered in the first draw, will be eligible for prizes in the final draw November 4. The UBC campaign has raised \$48,500 to date. Checking the thermometer are (left to right): Kim Anderson, Byron Hender, Mary Stott, Pat Buchanan and Cy Finnegan.

### Chemistry Seminar

The Structure and Chemical Bonding of Organic Monolayers on Metal Surfaces. Prof. Gabor A. Somorjai, Chemistry, University of California, Berkeley, California. Room 225, Chemistry Building. 2:30 p.m.

### Geography Colloquium

The Geography of Aging in Rural Canada. Dr. Gerald Hodge, Adj. Professor, Community and Regional Planning, UBC. Room 201, Geography Building. 3:30 p.m.

### IAM - Applied Mathematics Seminar

Singular Perturbation of Singular Points with Application to Tubular Chemical Reactors. Dr. Charles Lange, Mathematics, University of California at Los Angeles. Room 229, Math Building. 3:45 p.m.

### 1987 Ecology-Resource Ecology Seminar

Reconciling Public and Private Interest in Renewable Resource Management. Dr. Peter Pearce, Forestry and F.E.P.A., UBC. Room 115, Hut B-8, 2204 Main Mall. 4:30 p.m.

### Faculty Development Seminar

Lecturing for Learning - An Approach to Effective Lecture Design. Dr. Andy Farquharson, University of Victoria and recipient of the 1986 3M Teaching Award. For information call 222-5272. Room 2449, Biological Sciences Building. 4:30 p.m.

## THURSDAY, OCT. 29

### Psychiatry Lecture

Brain Dopamine Receptors in Schizophrenia. Dr. Philip Seeman, Psychiatry, University of Toronto. Prescribing Neuroleptics to Women. Dr. Mary Seeman, Head Psychiatry, Mt. Sinai Hospital. Room 2NA/B, Psychiatric Pavilion, HSCH. 8:30 a.m.

### Medicine/HSCH Grand Rounds

Liposomes and Cancer Chemotherapy. Dr. Pieter R. Cullis, Dept. of Biochemistry, Medicine. Room G-279, Lecture Theatre, Ground Floor, Koerner Pavilion, HSCH. 12 noon.

### Health Promotion & Systems Studies

Is It Feasible to Generate Helpful Biopsychosocial Models of Stress on the Microcomputer? Dr. J. Milsum, Preventive Medicine and Dr. R.J. Hartley, Director, Computing Centre, Curtin University, Perth, W.A. Free. For information call 228-2258. Boardroom, 4th floor, IRC. 12:30 p.m.

### UBC Symphonic Wind Ensemble

Martin Berinbaum, director. Free. Recital Hall, Music Building. 12:30 p.m.

### Calendar Deadlines

For events in the period November 8 to November 21, notices must be submitted on proper Calendar forms no later than 4 p.m. on Wednesday, October 28 to the Community Relations Office, 6328 Memorial Road, Room 207, Old Administration Building. For more information, call 228-3131.

### Chemical Engineering Seminar

Transport Phenomena in Drag Reducing Solutions. Dr. A. Dudukovic, Institute of Petrochemistry, Gas, Oil & Chemical Engineering, University of Novi Sad, Yugoslavia. Coffee at 3:15 p.m. Room 206, Chemical Engineering Building. 3:30 p.m.

### Pacific Symphonic Wind Ensemble

Free. Old Auditorium. 7:30 p.m.

## SATURDAY, OCT. 31

### Continuing Education Seminar

Earthquake Preparedness. Various speakers. This seminar is in cooperation with federal, provincial and municipal governments. \$20. Bring lunch. Lecture Hall 2, IRC. 9 a.m. - 5 p.m.

### 15th Field Artillery Band

Free. Recital Hall, Music Building. 12:30 p.m.

### UBC Symphonic Wind Ensemble

Martin Berinbaum, director. Free. Old Auditorium. 7:30 p.m.

## SUNDAY, NOV. 1

### French Conversational Program

All-day French conversational program. \$60 includes lunch and dinner. For information call Language Programs & Services, Continuing Education at 222-5227.

### Grade 11/12 Honour Bands Concert

Free. Old Auditorium. 2 p.m.

## MONDAY, NOV. 2

### Language Education Research Colloquium

The Role of School Administrations in Censoring School Library Material: A Survey. Prof. M. Rainey, Language Education. For information call 228-5232. Room 105, Ponderosa E. 12 noon.

### Science for Peace Lecture

Understanding Strategic Doctrine. Prof. Michael Wallace, Political Science, UBC. Room 218, Hennings Building. 12:30 p.m.

### Plant Science Seminar

Influence of Canola Foliar Chemistry on The Bertha Armyworm. Catherine McDougall, Plant Science, UBC. For information call 228-2329. Room 342, MacMillan Building. 12:30 p.m.

### Classics Lecture

Julius Caesar and The Expanding Empire. Prof. Peter Wiseman, Classics, University of Exeter. Room 203, Buchanan Building. 12:30 p.m.

### Chemistry Seminar, 3M Lecturer

Role of Processing and Structure on the High Temperature Superconducting Properties of  $Y_2BaCu_3O_{7-x}$  and Related Compounds. Dr. Edward M. Engler, IBM Almaden Research Center, San Jose, California. Room 225, Chemistry Building. 2:30 p.m.

### Statistics Seminar

Generalized Linear Models. Dr. J.A. Nelder, Statistics - Rothamsted Experimental Station. Room 102, Ponderosa Annex C. 3:30 p.m.

### IAM - Applied Mathematics Seminar

Integral Equation Theories for the Liquid State. Dr. Grenfell Patey, Chemistry, UBC. Room 229, Math Building. 3:45 p.m.

### Astronomy Seminar

NGC 2353 - A Moderately Young Open Cluster. Dr. P. Fitzgerald, University of Waterloo. Coffee at 3:45 p.m. Room 260, Reading Room. 4 p.m.

### General and Comparative Physiology Seminar

Reptilian Lungs: Built for Comfort, Not for Speed. Dr. S.F. Pelly, University of Oldenberg. Room 2449, Biological Sciences Building. 4:45 p.m.

### UBC Film Society - Classic Subfilms

Citizen Kane. \$2. Hotline: 228-3697. SUB Theatre, Student Union Building. 7 p.m. and 9:30 p.m.

## TUESDAY, NOV. 3

### Botany Seminar

The Code Within the Codons. F.J.R. (Max) Taylor, Botany Department, UBC. Room 2000, Biological Sciences Building. 12:30 p.m.

### History Lecture

Persecution of the Jews in the Netherlands: 'There the transports departed so smoothly that it was a joy to watch them'. Prof. Johan Cornelis Hendrik (Hans) Blom, Chair of Dutch History, University of Amsterdam. Room 102, Buchanan A. 12:30 p.m.

### Chemistry Seminar, 3M Lecturer

The Road to High Temperature Superconductors: Present Status and Future Outlook. Dr. Edward M. Engler, IBM Almaden Research Center, San Jose, California. Refreshments from 12:30 p.m. prior to lecture. Room 250, Chemistry Building. 1 p.m.

### Electrical Engineering Seminar

Electromagnetic and Induced Polarization Response of Geophysical Media. Prof. J.R. Wait, Electrical & Computer Engineering, University of Arizona, Tucson, Arizona. Room 402, Electrical Engineering. 1:30 p.m.

Continued on Page 3