

UBC REPORTS

Volume 40, Number 16

October 6, 1994

Catch the magic: Homecoming '94

by Abe Heffer

Staff writer

Do you believe in magic? Chemistry Prof. Robert Thompson does.

Since 1982, Thompson and his department colleagues have been dazzling audiences with the wonders of oxygen, nitrogen dioxide and ethanol in the Chemistry Magic Show. The event is one of the stops along the Path of Learning on Oct. 15 during Homecoming '94, which runs from Oct. 13-16, at UBC.

The 50-minute show combines chemical reactions with audience participation and the antics of a 'mad scientist' to give the public a feel for what chemistry is and what chemicals are. But don't let format fool you. Thompson and his colleagues take this approach to education seriously.

"Many of the demonstrations we put on at the Chemistry Magic Show are part of the first-year chemistry curriculum," said Thompson. "We're not making fun of science. We try to make learning fun."

You won't get an argument from the crowds that have been mesmerized by the show's snappy pace and assault on the senses. The show, which has been held in various forms across the prov-

ince, has been a particular favourite of young and old at Homecoming, Open House and as an exhibit during National Science and Technology Week at Science World.

"Most people are naturally curious," said Thompson. "The show gives the audience a chance to experience something they don't get watching television or reading the newspaper."

With the help of exploding hammers, spontaneous combustion, and chocolate brownies, Thompson and other faculty members and graduate students try to get across the idea that chemicals are all around us.

Although the theme has remained fairly consistent through the years, the Homecoming '94 version will leave you scratching your head and chuckling with delight.

If you'd like to be part of the chemistry at this year's Chemistry Magic Show, visit UBC, October 15, during Homecoming '94. Show times at the Chemistry Building are at 11:30 a.m. and 1:45 p.m.

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See Page 8 for the Homecoming '94 schedule of events.



Gavin Wilson photo

Big Air

Member of the rollerblade stunt team Zero Gravity takes to the air during a recent performance at SUB Plaza. The event was sponsored by campus fraternity Beta Theta Pi as part of rush week.

 The Vancouver Sun

 AIR CANADA

Great Trekker Award

Former AMS president set ball rolling for SUB

by Abe Heffer

Staff writer

Chuck Connaghan will return to the site of one of his greatest campus achievements when he is presented with this year's Great Trekker Award.

Connaghan (BA'59, MA'60), president of the Alma Mater Society (AMS) in 1958-59, commissioned a pre-feasibility study which led to the establishment of the Student Union Building. It is there that he will be honoured by the AMS at the Great Trekker Award ceremony, Oct. 13, during Homecoming '94 festivities.

The Great Trekker Award is given annually by the students of UBC to a graduate who has achieved eminence in his or her field. Past recipients of the award include writer and lecturer Rosemary Brown, author and broadcaster Pierre Berton, and former Prime Minister John Turner.

"I feel deeply honoured to receive the Great Trekker Award," said Connaghan. "My wife and I met on campus and our

three children received their undergraduate degrees at UBC. I have had a very long and gratifying association with the university."

Connaghan, UBC vice-president, Administrative Services from 1975-1980, was a member of Senate from 1970-1975 and the Board of Governors from 1972-1975. He was active in the AMS on a number of levels and was a member of the Alumni Association's Board of Management from 1960-1961.

After graduation, he maintained his strong ties to the university as an alumni event organizer in Ontario and Quebec before moving back to Vancouver in 1970.

Currently the chief commissioner of the B.C. Treaty Commission, Connaghan is involved in facilitating negotiations between the federal and provincial governments and the First Nations, on the issues of land and governance.

For more information on the Great Trekker Award Ceremony, phone Leah Costello at the AMS at 822-2050.



Chuck Connaghan

Faculty, grad students urged to participate in PoliSci enquiry

Vancouver lawyer Joan McEwen, who is conducting an enquiry into allegations of sexism and racism in the Political Science Dept., will be interviewing faculty and graduate students who wish to participate in the enquiry through to December.

An independent review was unanimously endorsed and requested by faculty members in August following allegations by a group of graduate students against some faculty members.

"As part of the enquiry, I would like to interview any (Political Science faculty

and graduate students) who may possess relevant information," McEwen said.

Individuals who wish to participate in the enquiry should contact McEwen by mail at 300-1275 W. 6th Ave., Vancouver, V6H 1A6, or by voice mail at 737-0448. Voice mail messages can be as long as necessary and callers are asked to leave a phone number and time at which they can be contacted.

McEwen will interview between 9:30 a.m. and 5:00 p.m. in room 246 of the School of Family and Nutritional Sciences.

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Smith lecture to kick off Health Sciences Week

by **Connie Filletti**

Staff writer

Nobel laureate Michael Smith, director of UBC's Biotechnology Laboratory, will deliver the keynote address during Health Sciences Week on campus, Oct. 9 to 15.

Smith, the recipient of the 1993 Nobel Prize in Chemistry, will discuss the excitement of health science research on Oct. 13 beginning at 5:00 p.m. in lecture hall 6 of the Instructional Resources Centre (IRC).

His address will be followed by presentations from graduate students Rosalie Starzowski of the School of Nursing and Brendan Bell of the Dept. of Biochemistry and Molecular Biology.

Starzowski will discuss the attitudes, beliefs and values of the public and health care providers regarding solid organ transplantation.

Bell will present research find-

ings on a new protein which may be responsible for activating HIV, the virus which causes AIDS.

Ignorance, mistakes and uncertainty in the health sciences will be explored in this year's John F. McCreary Lecture by Prof. Arthur Schafer, director of the Centre for Professional and Applied Ethics at the University of Manitoba.

The lecture, named after the first Health Sciences coordinator at UBC, will be held on Oct. 12 from 12:30 p.m. to 1:30 p.m. in IRC lecture hall 1.

The McCreary Prize, established this year to recognize and promote inter-professional team-

work in the health professions, will be presented before the lecture. The first recipient of the cash award is the AIDS care team at St. Paul's Hospital.

A highlight of the seventh annual event will again be the Health Care Team Clinical Competition Oct. 13 between 12:30 p.m. and 2:00 p.m. in IRC lecture hall 2.

The public is invited to attend the competition which is designed to enhance students' knowledge about other health professions and their roles in clinical care.

Call Maureen Dunn at 822-3737 for more information.

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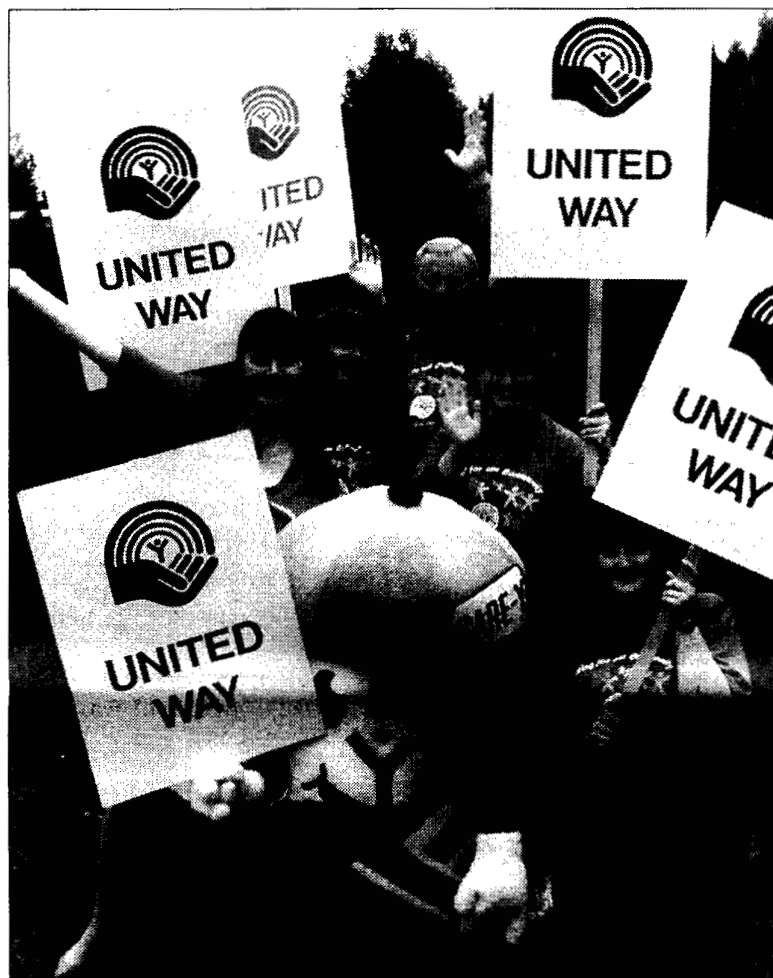
Homecoming

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While you're at it, make sure you check out the other stops on the Path of Learning tour. Venues include Cecil Green Park, the Museum of Anthropology, Botanical Garden, the UBC Bookstore and Thunderbird Stadium for the Homecoming football game between the Thunderbirds and the Alberta Golden Bears.

The Path of Learning passport makes you eligible to win prizes, including a chance to win a trip for two with Air Canada's Executive First Class to Europe. The event is co-sponsored by Air Canada and the Vancouver Sun.

For more information, call the Homecoming Hotline at 822-8967.



Meeting The Need Charles Ker photo

United Way volunteers (l-r) Mahara Jacksen, Barb Bruce, campaign chair Doug Napier, Louise Shaw and Mary Prodanovic, stormed the campus Sept. 26 for the official UBC campaign kickoff. Those wishing to contribute should hand in their pledge cards by Oct. 10 to become eligible for the early-bird prize draw. The draw will be held at the annual Pancake Breakfast on Oct. 12 in the IRC foyer from 7:30 a.m. to 10 a.m. Call 822-0913 for more campaign information.

News Digest

New long distance dialing procedures are in effect at UBC.

The procedures were recently introduced by telephone companies in North America to increase the number of area codes available, explained Jim Tom, director of UBC's Telecommunications Services.

All direct long distance calls from UBC telephones now require the caller to dial 8 + 1 + area code + 7 digit telephone number.

"There has been some confusion about why we are dialing 8 and not 9 to initiate the direct long distance calls," Tom said.

"We opted for 8 because it is too easy to slip and dial 9-1-1 by mistake. We were concerned that this might generate spurious emergency calls."


For operator-assisted calls, dial 9 + 0 + area code + 7 digit telephone number. A BC TEL calling card number must be provided for billing. BC TEL will not accept charges to a UBC local.

Corporate BC TEL calling cards for UBC are available. Call Telecommunications Services at 822-2555 for more information on calling cards and other services.

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UBC Reports is published twice monthly (monthly in December, June, July and August) for the entire university community by the UBC Community Relations Office, 207-6328 Memorial Rd., Vancouver B.C., V6T 1Z2.

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UBC Reports welcomes the submission of letters and opinion pieces. Opinions and advertising published in UBC Reports do not necessarily reflect official university policy.

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Equity Office advisor tackles diverse issues

by Gavin Wilson

Staff writer

UBC's Equity Office has hired a new advisor, Dave Sangha, to enhance its efforts to create a harassment-free climate on campus.

Sangha's duties include training, policy development, complaint resolution and helping to establish initiatives across campus in areas such as harassment prevention, employment equity and educational equity.

"I see my role and the role of the office as an enabling one—providing people with the tools they need to create an equitable environment for work and study," Sangha said.

A UBC graduate with a bachelor's degree in history and a master's degree in social work, Sangha brings 15 years of experience to his position at UBC, having worked with universities, police forces, municipal and provincial governments and school boards.

He previously worked as a regional consultant for the Race Relations Directorate of Ontario's Ministry of Citizenship. As part of that job, he was a member of the principal's advisory committee on race relations at Queen's University.

Sangha also worked at the Ontario Human Rights Commission, where he was involved in an investigation of services for students with disabilities at Trent University.

He also served as a senior policy analyst with the Ontario Ministry of Education and Training to develop anti-racism policies and procedures.

Sangha said that one of his first tasks at UBC will be to identify issues on campus by opening a continuing dialogue with representatives of the lesbian and gay communities, visible minorities, aboriginal peoples, women and people with disabilities.

"We need to provide access to the

voices of marginalized groups who have not always been heard," Sangha said.

Sangha's appointment comes as the Equity Office expands its responsibilities to move beyond sexual harassment and employment equity to issues such as discrimination on the basis of race, disability and sexual orientation.

The Equity Office was formed last April with the consolidation of the offices of Employment Equity, Multicultural Liaison and Women and Gender Relations.

Sharon E. Kahn, associate vice-president, Equity, said that as part of this consolidation process, her office will help each campus department to review its educational and employment procedures.

For example, departments should enlarge candidate pools to include under-represented groups and inform students, staff and faculty of harassment policies. In addition, departments

should use gender neutral language in internal memos and documents.

Kahn acknowledges that there are conflicting views about harassment and discrimination issues on campus, particularly as they are perceived to affect academic freedom and traditional teaching practices.

"The university's commitment to equity includes a legal obligation to provide a work and study place free of harassment," she said. "It is the responsibility of my office to find ways to do so."

Recent Supreme Court decisions have clearly shown that the university has special legal obligations because it is not just an employer, but also the provider of a public service, she said.

A pull-out supplement containing the fourth draft of the policy on discrimination and harassment is in this issue of UBC Reports.



Gavin Wilson photo

Dave Sangha



Gavin Wilson photo

No Bad Apples

Murray Kereluk, a UBC Botanical Garden curator, tends to one of the 50 different varieties of apples grown in the garden as preparations are made for the Apple Festival, Oct. 15 and 16.

Festival offers more than an apple a day

by Gavin Wilson

Staff writer

Ever since Eve tempted Adam, apples have had a special meaning to Western cultures.

But for most of us, they're just good eating, and that's the focus of the fourth annual Apple Festival, to be held at the UBC Botanical Garden on Saturday, Oct. 15 and Sunday, Oct. 16 from 11 a.m. to 4 p.m.

Thousands of apple-lovers have attended past festivals, said Anne Gartshore, a member of the volunteer group Friends of the Garden, which is organizing the weekend event.

To those whose knowledge of the apple is limited to the half dozen varieties available in most supermarkets, the true extent of the apple family can be a revelation, she said.

King of Tomkin's County, Lord Lambourne, Cox's Orange Pippin, Belle de Boskoop, Glockenapfel and Winter Banana are just some of apples with colourful names and even more colourful histories that will be featured at the festival.

Gartshore said there is a growing grassroots dissatisfaction with the limited choice of apples available. The public's increasing taste for more exotic flavours has resulted in growers planting new varieties, many never before available in B.C.

"People have begun to realize what a limited choice there is available to them at the supermarket. Why should we be

so restricted to such a few samples of nature's bounty?" she said.

The reason growers concentrated on fewer and fewer varieties is a simple matter of economics. Many of the now-exotic varieties fell out of favour because they did not bring as big a return as more prolific, disease-resistant varieties.

"But these apples, often from the old world, are superior in flavour," said Gartshore.

Festival-goers will be able to judge that for themselves. There will be 60 different apple varieties for tasting and 40 varieties will be available for buying.

There will also be homemade baking with apples, hot and cold cider, and information booths staffed by apple growers who will answer questions on the cultivation of apple trees.

Festival-goers will also get free admission to the UBC Botanical Garden, where 50 different varieties of apples grow. Some of the garden's trees are freestanding, but others are trained to grow along fences or lattices in the shape of goblets and even spelling out the initials U-B-C.

British Columbians have good reason to be interested in apples, Gartshore said. Several varieties now grown all over the world—Spartan, Spencer and Shamrock among them—were developed at the Agriculture Canada research station in Summerland.

For more information, call the Botanical Garden at 822-4529.

Offbeat

by staff writers

Did you ever dream of living the life of an archeologist, digging for clues and unearthing signs of lost civilizations?

If so, you won't want to miss an opportunity to join Classics Prof. Hector Williams for the excavation of a sacred sanctuary on the Greek island of Lesbos.

For the last 10 years, Williams has spent his summers in a sanctuary of the fertility goddesses Demeter and Kore, at Mytilene, on Lesbos. There he and his wife Caroline have co-directed an excavation that has revealed a previously unknown aspect of the religion of the ancient Greeks of Lesbos.

Last June they were joined by a camera crew. And their most recent findings, unearthed by UBC archeology students and volunteers from across Canada, will be revealed Oct. 17 as part of the "Archeology" series on the Learning Channel.

"Viewers will have an opportunity to see the remains of daily life on the island in the age of Alexander the Great, and the remnants of sacrificial rites and other offerings made by the women of Lesbos," says Williams.

"They will also learn about Sappho, Lesbos' most famous poet, whose impassioned love lyrics to her female companions have made her famous and notorious."

The finds include curse tablets, which are strips of lead with the names of people etched upon them, along with accompanying curses. The excavation crew also dug up figures of men, women and children, coins, lamps, hairpins, loom weights, and 12 tonnes of pottery—the remains of pots used at mealtimes.

Funding for the project came from the Social Sciences and Humanities Research Council, UBC and private donors.

THE UNIVERSITY OF BRITISH COLUMBIA



Draft Policy on Discrimination and Harassment

Please review and provide your suggestions to
Libby Nason, Vice-Provost

Supplement to *UBC Reports*



THE UNIVERSITY OF BRITISH COLUMBIA

Draft Policy on Discrimination and Harassment

Letter from the President - October 6, 1994

Dear Colleagues:

Development of a UBC Policy on Discrimination and Harassment

Once again, I am asking you to participate in the on-going discussion of UBC policies to prevent discrimination and harassment. Over the past several years, many faculty, staff, and students have offered advice on this policy development. Not surprisingly, much of the advice reflects concerns about the promotion and protection of academic freedom, civil liberties, and human rights. The Vice Presidents and I remain committed to a process of policy development that includes wide-ranging consultation on and discussion of relevant issues.

Background Chronology

UBC's Board of Governors approved the current Sexual Harassment Policy in 1988, and shortly thereafter, the University established the Sexual Harassment Policy Office. In 1990, I decided that UBC needed a policy to address issues of racial harassment and discrimination, and to that end, I asked Kogila Adam-Moodley to chair a committee to develop such a policy. The committee drafted a human rights policy prohibiting discrimination and harassment on the grounds covered by the B. C. Human Rights Code. This policy, which adopted the complaint procedures in the existing Sexual Harassment Policy, was distributed for campus comment in the summer of 1992. Hearing strong objections, we concluded in the fall of 1992 that more discussion was required on the development of a human rights policy and on the relationship of UBC's Sexual Harassment Policy to other types of discrimination and harassment.

To facilitate discussion of these issues, my office undertook several initiatives. In December 1992, members of the several advisory committees on equity-related issues were invited to a presentation on B. C. Tel's discrimination and harassment policy, which assigns full responsibility for the protection of employees' human rights to department heads. In another initiative to promote discussion, Daniel R. Birch, Vice-president Academic and Provost, invited representatives from UBC's equity-related departments, including Employment Equity, Multicultural Liaison, and Sexual Harassment, to explore common concerns and future directions at a two-day retreat. Following this retreat, Libby Nason, Vice Provost, held meetings with a large variety of campus groups, including unions, employee associations, and student societies, to discuss policy development on discrimination and harassment issues.

In the spring of 1993, Ms. Nason redrafted the human rights policy and procedures based on the extensive feedback received since the 1992 draft. Prior to publishing the new draft in June 1993, Ms. Nason vetted it with many members of the campus community, including those individuals whom the Vice-President Research had identified as experts on issues of equity and human rights. In addition, the 1993 draft was discussed with the Deans and Vice Presidents, the Faculty Association, representatives of the CUPE unions, the Board of Governors, and as well, with some members of the 1991/92 drafting committee.

The large response to the June 1993 draft from members of the UBC community included excellent suggestions for the subsequent draft in September 1993—Draft 2. In the same period, Ms. Nason convened a small working group to recommend revisions to the Sexual Harassment Policy, an unfulfilled commitment of the President's Permanent Advisory Committee on Sexual Harassment since the previous December. In December 1993, this working group decided to revise the Sexual Harassment Policy independently of the President's Office.

By March 1994, we concluded that after four years, UBC ought to have a draft human rights policy for consideration by the Board of Governors. Thus, Libby Nason was asked to prepare Draft 3 of a human rights policy and to undertake wide consultation. I did so somewhat reluctantly, since I had not yet heard from the group that was reviewing the Sexual Harassment Policy. Again, I received advice both to move directly and speedily toward Board approval as well as to wait until the fall term to proceed with further discussion.

Meanwhile, in April 1994, Sharon E. Kahn was appointed Associate Vice-President Equity. Dr. Kahn's responsibility is to coordinate equity and human rights functions, many of which heretofore were carried out by the offices of Employment Equity, Multicultural Liaison, Sexual Harassment, and the Advisor on Women and Gender Relations.

Over the summer 1994, the group reviewing the Sexual Harassment Policy produced a draft revision, and now, Dr. Kahn and Ms. Nason have integrated these revisions and the proposed human rights policy into one Discrimination and Harassment Policy, which as Draft 4 is attached to this letter.

Issues for Consideration

Discrimination and Harassment Policy (Draft 4)

There are a number of critical issues that now must be resolved for UBC to finalize its policies on discrimination and harassment. Below, I summarize the arguments for and against the ways Draft 4 resolves these issues:

1. Approval of a Policy by the End of January 1995 with a Commitment for a Two-year Review. The earliest date for the approval of Draft 4 is the end of January 1995. A two-year review could be conducted in 1997.

FOR

- At this time, the UBC community is not able to achieve consensus on all the critical issues addressed in discrimination and harassment policies; therefore, approving Draft 4 with a commitment for review after two years of implementation can be an acceptable compromise.

AGAINST

- Further consultation is required until such time as consensus on discrimination and harassment policies is reached. The absence of a policy on human rights is preferable to an imperfect policy. Persons who suffer discrimination and harassment, other than sexual harassment, can grieve through their union or employee association, or can seek redress through external agencies.

2. A Single, Integrated Policy. Draft 4 integrates the existing Sexual Harassment Policy and the proposed human rights policy into one policy on discrimination and harassment. Relying heavily on the language and detail proposed for the revision to the Sexual Harassment Policy, Draft 4 retains sexual harassment as a separate category of harassment.

FOR

- Conceptually, acts of discrimination and harassment, including sexual harassment, share common dynamics. For example, these acts are defined by their impact on those affected, rather than the motivation of alleged perpetrators. A single, integrated policy on discrimination and harassment will strengthen UBC's commitment to providing a work and study environment free from all types of discrimination and harassment.
- Many complaints of discrimination and harassment involve overlapping

human rights. For example, sexual harassment can be accompanied by racial harassment or discrimination. An effective discrimination and harassment policy must be able to deal with cases involving more than one kind of discrimination or harassment.

- Providing the same complaint process for all individuals who experience any type of discrimination or harassment ensures that similar attention to due process is given to all complainants.
- Pragmatically, the Equity Office can operate more effectively with a single, integrated policy than with different policies and procedures for different types of complaints.
- The Equity Office can more effectively provide campus-wide education and training on issues of discrimination and harassment with a single, integrated policy.
- A single policy requires fewer advisory committees than would multiple policies and thereby reflects the integrated organizational structure of the Equity Office. Groups such as lesbians and gays that previously were excluded from formal equity programs and initiatives can be included more effectively in a coordinated effort to eliminate discrimination and harassment under one policy.

AGAINST

- Sexual harassment is so different from other types of discrimination and harassment that it warrants a separate policy and its own advisory committee. Similarly, other types of discrimination and harassment, for example racial harassment, also may require their own policy and advisory committees.
- Integration of UBC's Sexual Harassment Policy into a policy on discrimination and harassment can weaken the gains already achieved by those who have worked hard to promote sexual harassment prevention at UBC.

3. Active Role of Administrative Heads of Unit in Informal Complaint Resolution. Draft 4 ensures that administrative heads of unit participate actively in the prevention and remediation of discrimination and harassment in UBC's



THE UNIVERSITY OF BRITISH COLUMBIA

DISCRIMINATION AND HARASSMENT

work and study environment. In the first instance, complainants may direct their concerns about discrimination and harassment, including sexual harassment, to administrative heads of unit. At the same time, the Equity Office continues to be available to complainants who prefer not to discuss concerns with their administrative heads of unit.

FOR

- Administrative heads of unit are responsible for the work and study environment within their departments. This responsibility includes creating an environment where every faculty, staff, and student member of the department is expected to respect the rights of others, and where those who raise issues of discrimination and harassment feel confident that their concerns will be treated seriously, fairly, and professionally.
- Administrative heads of unit often are in the position to facilitate effective resolution of discrimination and harassment complaints in their department.
- As both an employer and an institution serving the public, UBC is obligated under the B. C. Human Rights Act to prevent discrimination and harassment. Without full participation from administrative heads of unit in meeting UBC's legal obligations, it will be impossible for a small, centrally-administered Equity Office to ensure that acts of discrimination and harassment are addressed satisfactorily.
- From their positions throughout the campus, administrative heads of unit can influence the behaviours of a larger number of faculty, staff, and students than can the centrally-administered Equity Office. The Equity Office can more effectively provide education and training, consultation, or advice to administrative heads of unit when these administrators are actively communicating information on the elimination of discrimination and harassment to faculty, staff, and students.

AGAINST

- Administrative heads of unit vary in their interest and capacity to take on the responsibility for prevention of discrimination and harassment in their department. As well, administrative heads of unit already are burdened with a wide-range of responsibilities. Therefore, some administrative heads of unit may not seek support from the Equity Office and may inadequately perform the duties required to maintain the best possible work and study environment in their department.

4. Accountability of Administrative Heads of Unit for Discipline and Remedy.

In Draft 4, the stages of complaint investigation and adjudication conclude with recommendations made to the administrative head of unit who has authority to impose discipline on and establish remedies for the complainant and the respondent. The decision of the administrative head of unit, unless appealed, is final. Thus, decisions about an individual's employment or student status remain within the authority of the University's management. Moreover, to maintain consistency in decision making and to prevent prejudicial attitudes or impulsive, ad-hoc behaviours from adversely affecting these decisions, the administrative head of unit is required to consult with both her or his vice-president and the Associate Vice-president Equity prior to deciding on discipline and remedy.

Under these internal complaint procedures, administrative heads of unit are accountable for making considered and proper decisions. Complainants and respondents who disagree with such decisions have avenues of appeal: Staff collective agreements provide for grievance and arbitration procedures; the Faculty Committee Agreement provides appeal procedures under Section 22; the Senate Framework on Student Appeals on Academic Discipline hears student appeals. Moreover, if a complainant is unwilling to proceed with a complaint through the authority of UBC's management, he or she need not consult with an administrative head of unit or an equity advisor prior to accessing grievance procedures provided by a union, employee association, or external agencies, such as the B. C. Human Rights Council or the B. C. Ombuds Office.

FOR

- Decisions about employment and student status are made by UBC administrators rather than by an adjudicative body outside the authority of UBC.
- Students and the majority of employees have access to formal avenues of appeal, which conclude in final and binding decisions. For those employee groups such as Management & Professional, non-union technician, and non-union secretarial/clerical that currently do not have appeal procedures, UBC will need to establish formal appeal procedures.
- When unions and employee associations do not agree with the decisions of UBC's management, the appeal process provides these groups with an important, formal role to play in the prevention and remediation of discrimination and harassment, including sexual harassment, at UBC.

AGAINST

- Currently, some employee groups such as Management & Professional, non-union technician, and non-union secretarial/clerical do not have formal appeal procedures.
- Some faculty, staff, and students place more trust in the final and binding decisions made by an adjudicative body outside the authority of UBC's management than in those made by UBC administrators.

5. Initiation of Complaints by Administrative Heads of Unit. Draft 4 permits not only persons directly affected by discrimination and harassment, but also administrative heads of unit who observe an incident or receive a report of discrimination to initiate complaints. Thus, administrative heads of unit may become complainants in cases where the victim is unable or unwilling to initiate the complaint.

FOR

- Under the B. C. Human Rights Act, UBC must take appropriate action when

it becomes aware of conduct violating the Act, even in the absence of an individual complaint.

AGAINST

- Persons unwilling to become complainants will not always be able to stop complaint proceedings once they have discussed their experience with their administrative head of unit.

6. Similar Complaint Procedures for Faculty, Staff, and Students. In Draft 4, the complaint procedures for all complainants and respondents, regardless of employee or student status, are the same. Thus, in cases where a student is a respondent, these adjudication procedures replace those of the President's Permanent Advisory Committee on Student Discipline.

FOR

- One set of procedures for all complainants and respondents will increase the likelihood that disciplinary actions and remedies are consistent.

AGAINST

- For students, allegations of discrimination and harassment should remain with the President's Permanent Advisory Committee on Student Discipline.

7. Test of a Reasonable Person of Similar Background to the Complainant.

In Canadian human rights law, discrimination and harassment are measured in terms of their effect on the complainant. The "reasonable person" standard has been used to measure this effect. In Draft 4, the "reasonable person" test is further elaborated by defining the "reasonable person" as someone of similar background to the complainant.

FOR

- Studies have shown that different groups of people may experience the same behaviour in different ways. For example, studies have found that men and women generally have different perspectives on sexual harassment in the workplace. Many persons argue that the "reasonable person" standard cannot be a fair test of the impact of discriminatory and harassing conduct as long as the "reasonable person" is defined solely as one who shares the attitudes and beliefs of white males.

AGAINST

- Controversy exists over the extent to which the "reasonable person" test includes women and members of minority groups.

8. Exceptions to Confidentiality of Files. Draft 4 defines the bounds of file confidentiality. Confidential case files may be reviewed when (a) there are repeated allegations by the same individual or repeated complaints about the same individual, (b) the safety or security of persons may be at risk, or (c) UBC is legally bound to provide information about a case as, for example, in response to a subpoena.

FOR

- Previous allegations of discrimination or harassment can affect recommendations for discipline and remedy.
- The safety and security of faculty, staff, and students can require the communication of information to authorities outside the Equity Office.

AGAINST

- Persons who have lodged complaints previously will hesitate to do so again.
- Persons about whom complaints have been lodged in the past will feel vulnerable to future complaints.

9. Limited Access to Complaint Procedures. While UBC campus visitors, including invited speakers, suppliers, and contractors, can expect to find an environment free from discrimination and harassment, including sexual harassment. Draft 4 guarantees access to the internal procedures of formal complaint resolution only to students, and members of faculty and staff. Visitors who have complaints are encouraged to express their concerns to the Equity Office, which may or may not choose to intervene.

FOR

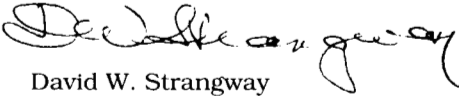
- Limiting access to UBC's formal complaint procedures to its employees and students will ensure more efficient and effective service to those members of the UBC community who experience discrimination and harassment.
- Offering access to UBC's formal complaint procedures to those who are not its employees and students will confer rights to individuals over whom UBC has no authority.
- Agencies external to UBC—for example, the B. C. Ombuds Office and the B.C. Human Rights Council—are available to persons who do not have access to UBC's formal complaint procedures.

AGAINST

- All individuals who experience discrimination and harassment at UBC should be able to access internal complaint procedures.

I would appreciate your sending comments on these issues and the attached Discrimination and Harassment Policy (Draft 4) at your earliest convenience to Libby Nason. Thank you for your continued interest and patience.

Yours sincerely,


David W. Strangway
President



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DISCRIMINATION AND HARASSMENT - Draft Policy

SUBJECT

Discrimination and Harassment

RESPONSIBLE VICE PRESIDENT

Vice President Academic and Provost
 Vice President Administration and Finance
 Vice President External Affairs
 Vice President Research
 Vice President Student and Academic Affairs

INTRODUCTION

- (1) The University of British Columbia is committed to providing its employees and students with the best possible environment for working and learning. The University therefore does not condone discrimination and harassment, including sexual harassment, of any kind. Indeed, the University regards discrimination and harassment as serious offenses that are subject to a wide range of disciplinary measures, including dismissal or expulsion from the University.
- (2) The fundamental objectives of this University policy are to prevent discrimination and harassment from occurring, and to provide procedures for handling complaints and imposing discipline when they do occur. These objectives are to be achieved in a number of ways. The University provides programs that raise campus awareness of the nature of and problems associated with discrimination and harassment, including sexual harassment, and educates administrators in the objectives and implementation of the policy. The University also provides support and counselling for those affected by discrimination and harassment and establishes procedures for handling complaints.
- (3) In addition, the University has the obligation to ensure that its policy and procedures are fair and are applied fairly. It is therefore necessary to provide an environment in which victims of discrimination and harassment, including sexual harassment, feel free to bring complaints forward. It is equally important that those against whom allegations are made have a full and fair opportunity to meet those allegations.
- (4) In this policy, the word discrimination refers to intentional or unintentional distinctions in treatment for which there are no bona fide and reasonable justification. Such discrimination imposes burdens, obligations, or disadvantages on specific individuals or groups as defined by the British Columbia Human Rights Act (1984, amended 1992.) The grounds protected against discrimination by the British Columbia Human Rights Act include age, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, and unrelated criminal convictions. The Act contains a number of exemptions and defenses. For example, the University's Employment Equity Policy, which has as its object the amelioration of conditions of disadvantage, is exempt from a complaint of discrimination under the Act. Similarly, the Supreme Court of Canada upheld the University's policy on mandatory retirement, and therefore, it also is exempt under the Act. See Appendix for examples.
- (5) In this policy, harassment refers to physical, visual, or verbal behaviour that a reasonable person would consider to affect adversely a positive study and work environment at the University. Physical harassment includes, but is not limited to, physical acts of aggression and unwanted familiarity. Visual harassment includes, but is not limited to, offensive posters, pictures, and graffiti, including derogatory images on electronic media. Verbal harassment includes, but is not limited to, spoken or written threats, intimidation, jokes, and other comments. See Appendix for examples.
- (6) In this policy, sexual harassment refers to comment or conduct of a sexual nature, when any one or more of the following conditions are satisfied:
 - the conduct is engaged in or the comment is made by a person who knows or ought reasonably to know that the conduct or comment is unwanted or unwelcome;
 - the conduct or comment is accompanied by a reward, or the expressed or implied promise of a reward, for compliance;
 - the conduct or comment is accompanied by reprisal, or an expressed or implied threat of reprisal, for refusal to comply;
 - the conduct or comment is accompanied by the actual denial of opportunity, or the expressed or implied threat of the denial of opportunity, for failure to comply;
 - the conduct or comment is intended to, or has the effect of, creating an intimidating, hostile, or offensive environment.
 Such comment or conduct may include sexual advances; requests for sexual favours; suggestive and/or offensive comments or gestures emphasizing sex, sexual identity, or sexual orientation; or physical contact. See Appendix for examples.
- (7) Harassment, including sexual harassment, can occur between individuals of the same or different status, and both men and women can be the subject of harassment by members of either gender. Harassment, including sexual harassment, can involve individuals or groups; can occur during one incident, or over a series of incidents including single incidents, which, in isolation, would not necessarily constitute harassment; and can occur on campus or off, during working hours or not.
- (8) Neither this policy in general, nor its definitions in particular, are to be applied in such a way as to detract from the right of faculty, staff, and students to engage in the frank discussion of potentially controversial matters, such as age, race, politics, religion, sex, sexual identity, and sexuality. These are legitimate topics and no University policy should have the effect of limiting discussion of them provided that such discussion is conducted in a mutually respectful and non-coercive manner.

- (9) The impact of behaviour on the complainant defines the comment or conduct as discrimination and harassment, subject to the test of a reasonable person of a similar background to the complainant.

PURPOSE

- (10) To provide and maintain a study and work environment free from discrimination and harassment, including sexual harassment.

POLICY

- (11) Every student and member of faculty and staff at the University of British Columbia has the right to study and work in an environment free from discrimination and harassment, including sexual harassment. The University and all members of the University community are responsible for ensuring that the work and study environment at UBC is free from discrimination and harassment. Specifically, Administrative Heads of Unit bear the primary responsibility for maintaining a study and work environment free from discrimination and harassment, including sexual harassment; Administrative Heads of Unit are free to act, and should act, on this responsibility, whether or not they are in receipt of individual complaints; and the knowledge and experience of the Equity Office are available to all members of the University community.

ACCESS TO COMPLAINT PROCEDURES

- (12) A complaint of discrimination or harassment pertaining to University work, studies, or participation in campus life may be lodged by any member(s) of the University community against other member(s) of the University community and/or the University.
- (13) A complaint may be lodged even when there has been apparent compliance of the complainant in the conduct or comment in question.
- (14) Contractors, their employees and agents, and visitors to the University also are expected to conduct themselves in any University-related activity in a manner consistent with this policy. Allegations of discrimination and harassment, including sexual harassment, against such persons will be dealt with by the University as potential breaches of contract, and/or may result in suspension of University privileges, such as access to the campus.
- (15) Although contractors, their employees and agents, and visitors to the University who suffer discrimination or harassment do not have access to these complaint procedures, such individuals are encouraged to consult with an Equity Advisor or express their concerns directly to the Associate Vice President Equity.

COMPLAINT PROCEDURES

- (16) Complaints of discrimination and harassment, including sexual harassment, can be resolved by employing any or all of the following procedures: (A) informal resolution, (B) mediation, (C) adjudication.

A. Informal Resolution

- (17) Informal resolution is a resolution to which the complainant consents, and is arrived at with the assistance of an Administrative Head of Unit and/or an Equity Advisor, but without the use of either mediation or adjudication. The possible means of achieving informal resolution are numerous. Examples include advice to the complainant, referral for counselling, investigation by the Administrative Head of Unit, letter to the respondent, relocation of the complainant and/or the respondent, disciplining the respondent, or any other appropriate and just measures. Informal resolution can occur without knowledge to anyone other than the complainant and the Administrative Head of Unit, or the Equity Advisor who receives the complaint.
- (18) No informal resolution of a complaint that adversely affects the academic, employment, professional, or other interests of the respondent shall be enacted without the consent of the respondent.
- (19) The Equity Advisor or the Administrative Head of Unit assists the complainant in clarifying the allegations, and their related consequences, and in considering the applicability of various options, such as an apology from the respondent or reassignment of duties. See Appendix for additional options for informal resolution.
- (20) Written records of informal resolutions are kept in confidential files of the Equity Office.

B. Mediation

- (21) At any time after a complaint has been received, the parties can attempt to resolve the complaint through a process of mediation, provided that both parties consent to such a process. Mediators are drawn from the Equity Resource Group and are selected by the Associate Vice President Equity. They are trained in alternate dispute resolution techniques that relate to the issues covered by this policy. Appointed mediators and the format of the mediation process must be acceptable to both the complainant and the respondent.
- (22) A mediated settlement arrived at between the complainant and the respondent is written out, signed by the complainant and the respondent, and counter-signed by the mediators. If a potential settlement entails action to be taken by the University, the University becomes a third party to the mediation and also must agree for there to be a settlement.
- (23) A copy of any agreement reached during mediation is provided to each of the signatories and to the Equity Office, and remains confidential.
- (24) No person involved in a mediation proceeding shall give evidence or



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introduce documents from that proceeding during any other subsequent University proceeding where that evidence or those documents would disclose that any person had agreed or refused to agree to mediation or, if mediation occurred, what took place during the mediation.

C. Adjudication

Request for Adjudication

- (25) At any time after the complaint has been made, if the complainant wishes to have the complaint adjudicated, the complainant has the right to file a written request for adjudication with the Equity Office. Requests include detailed accounts of the conduct or comment on the part of the respondent that forms the basis of the complaint.
- (26) Within five working days, the Equity Office delivers a copy of a request for adjudication to the respondent.
- (27) The respondent has the right to respond to the request for adjudication in writing, provided such right is exercised within ten working days from receipt of that request. The respondent may acknowledge or deny the validity of the complaint in whole or in part, provide new information, or propose a resolution of the complaint.
- (28) Within five working days from receipt of the respondent's written reply to a request for adjudication, the Equity Office delivers a copy of that reply to the complainant.
- (29) On receipt of the respondent's written reply, the complainant may accept the reply as full resolution of the complaint, or on the basis of the respondent's written reply, the complainant may choose to pursue either informal resolution or mediation, in which case an Equity Advisor puts into effect the appropriate procedures.

Investigation

- (30) When informal resolution or mediation has failed to resolve a complaint, the Equity Office informs the respondent's Administrative Head of Unit, and the Associate Vice President Equity assigns a member of the Equity Resource Group to investigate.
- (31) The investigator interviews the complainant, the respondent, and such other persons as she or he considers may have information pertaining to the complaint. The investigator re-interviews or seeks additional witnesses in order to confirm evidence or explore discrepancies. He or she examines any written material considered relevant, including previous decisions, records, and informal resolutions involving the respondent, and any decisions of bad faith made against the complainant. The investigator prepares a written recommendation indicating whether or not the complaint is valid under this policy.
- (32) Interviews are private and held away from the work areas of those involved.
- (33) The investigator submits and discusses the report with an Adjudication Panel comprised of three people (one of whom is external to UBC) appointed for 2-year terms by the Associate Vice President Equity. This panel meets with the complainant and respondent to discuss the contents of the report. The Adjudication Panel may request supplementary reports from the investigator.
- (34) The Adjudication Panel decides on the following:
- whether the policy applies in the circumstances;
 - whether on the balance of probabilities, and with the onus of proof being on the complainant, there has been a violation of the policy;
 - whether discipline or remedies are appropriate.
- (35) If the Adjudication Panel concludes that other University policies or procedures bear on the complaint, the Panel identifies them and refers the relevant parties to the University office with responsibility therefor.
- (36) In the event that the Panel recommends that the complaint be upheld, it may recommend both a form of discipline for the respondent and a remedy for the complainant. It also may recommend any other measures it considers appropriate in the circumstances. Such recommendations are made in writing and supported by reasons.
- (37) In the event that the Panel recommends the complaint be dismissed, it may recommend counselling, support, education, and such other measures as it considers appropriate for the complainant and the respondent. It also may recommend such measures as it considers appropriate to restore the complainant's or respondent's unit to effective functioning. Such recommendations are made in writing and supported by reasons.
- (38) In the event that the Panel recommends not only dismissal of the complaint but contemplates finding the complaint to have been made in bad faith, it shall meet with the complainant and provide an opportunity for the complainant to respond prior to making its recommendation. It may recommend both a form of discipline for the complainant and a remedy for the respondent. The Panel also may recommend any other measures it considers appropriate in the circumstances. Such recommendations are made in writing and supported by reasons.
- (39) The Adjudication Panel distributes its recommendations and reasons to

the Associate Vice President Equity, the complainant, the respondent, and their Administrative Heads of Unit.

- (40) For students, the Administrative Head of Unit with authority to receive the Panel's recommendations is the President; for members of staff, it is the Director or Head of Department; for faculty, the authority may be either the President or the Dean/Head, depending on the nature of the discipline contemplated. The Agreement on Conditions of Appointment states that only the President may discipline a faculty member by dismissal or suspension without pay. The individual receiving the Panel's recommendations meets with the complainant and respondent, confers with the Associate Vice President Equity and his or her own Vice President, and considers the Panel's recommendations.
- (41) The individual receiving the Panel's recommendations may take such disciplinary and remedial measures as he or she considers appropriate. A written report of measures taken with supporting reasons is distributed to the Associate Vice President Equity, the complainant, the respondent, their Administrative Heads of Unit, the investigator, and the Panel.
- (42) A student who denies that a violation of the policy took place or who disagrees with an imposed penalty has recourse through the Senate Committee on Appeals on Academic Discipline. A member of staff or faculty has recourse through the provisions of the collective agreement or terms and conditions of employment. As well, the complainant and respondent may have recourse to extra-University processes.

INITIATION OF COMPLAINT PROCEDURES

- (43) While it is possible for anyone to seek anonymously the advice and assistance of an Equity Advisor, only those complaints in which the complainant's identity is disclosed are processed in accordance with these procedures.
- (44) Only those complaints lodged within one calendar year of an event, or in the case of a series of events, the last event in a series are processed. The Associate Vice President Equity may grant extensions beyond this one-year limit.
- (45) The procedures in this policy can be initiated by persons directly affected (by the conduct or comment that forms the basis of the complaint) or by Administrative Heads of Unit.

A. Initiation of Procedures by Persons Directly Affected

- (46) Persons directly affected by the conduct or comment that forms the basis of the complaint may lodge the complaint with either an Administrative Head of Unit or with an Equity Advisor.
- (47) At any time, complainants may choose to withdraw from these complaint proceedings. Nevertheless, the University's legal responsibility to provide an environment free from discrimination and harassment, including sexual harassment, may obligate the University to proceed in the absence of a complaint from the persons directly affected. In such cases, the Administrative Head of Unit and the Equity Advisor decide whether to proceed, taking into account the need for protection against retaliation on the part of witnesses and the need for due process on the part of respondents.

Response of Administrative Heads of Unit

- (48) In responding to complaints of discrimination or harassment including sexual harassment, Administrative Heads of Unit may seek the assistance of the Equity Office.
- (49) Administrative Heads of Unit deal immediately with allegations of discrimination and harassment, including sexual harassment, by investigating, and when appropriate, ordering the behaviour to stop, and taking preventive, interim, or remedial measures.
- (50) If the Administrative Head of Unit believes that these complaint procedures could apply, the Administrative Head of Unit provides the complainant with a copy of this policy and explains available options. In addition, with the consent of the complainant, the Administrative Head of Unit attempts to effect an informal resolution of the complaint.
- (51) If the complaint cannot be resolved informally, and the complainant wishes to access mediation or to make a written request for adjudication, the Administrative Head of Unit directs the complainant to the Equity Office.
- (52) If the Administrative Head of Unit believes that these complaint procedures do not apply, the Administrative Head of Unit confers with an Equity Advisor about the matter and explains to the complainant why this policy has no application. In addition, the Administrative Head of Unit deals with the complaint on the basis of the appropriate University policy, if necessary by referring the complainant to another University office or support service, and informs the complainant of the existence of extra-University support and complaint services.
- (53) If at any time, the complainant is dissatisfied with the actions taken by an Administrative Head of Unit, the complainant can lodge the same complaint with an Equity Advisor or extra-University agencies.

Response of Equity Advisors

- (54) If the Equity Advisor believes that these complaint procedures apply, the Advisor provides the complainant with a copy of this policy and explains available options. In addition, with the consent of the complainant, the Equity Advisor attempts to effect an informal resolution of



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the complaint. As well, the Equity Advisor takes measures to protect the safety, academic, and other interests of the complainant pending resolution of the complaint.

- (55) If the complaint cannot be resolved informally, and the complainant wishes to access mediation or to make a written request for adjudication, the Equity Advisor assists the complainant in so doing.
- (56) If the Equity Advisor believes that these complaint procedures do not apply, the Equity Advisor explains to the complainant why this policy has no application and refers the complainant to another University office or support service, or informs the complainant of the existence of extra-University agencies.

B. Initiation of Procedures by Administrative Heads of Unit

- (57) Administrative Heads of Unit may lodge complaints with an Equity Advisor to resolve allegations of discrimination or harassment, including sexual harassment. An Administrative Head of Unit who lodges a complaint is identified as the complainant, and the persons directly affected by the conduct or comment that forms the basis of the complaint may be called upon as witnesses in any subsequent investigation or adjudication.
- (58) When an Administrative Head of Unit becomes a complainant, she or he surrenders any rights or responsibilities assigned to administrators by these procedures. The individual to whom this complainant reports assumes the latter's rights and responsibilities. Any disputes that arise over the applicability of any of the procedures shall be referred to the Associate Vice President Equity, whose decision shall be final.
- (59) If an Administrative Head of Unit lodges a complaint with an Equity Advisor, and the Equity Advisor believes that these complaint procedures apply, the Advisor, in consultation with the complainant, considers the appropriateness of a non-adjudicative resolution of the complaint, and where appropriate follows the procedures provided for informal resolution or mediation; advises and assists the complainant in taking necessary measures to protect the interests of those directly affected by the complaint; and if the complaint cannot be resolved informally or by mediation, and the complainant wishes to make a written request for adjudication, assists him or her in so doing.
- (60) If the Equity Advisor believes that these complaint procedures do not apply, the Advisor explains to the Administrative Head of Unit why this policy has no application and refers him or her to another University office or extra-university agencies.
- (61) Where the identity of the persons responsible for acts of harassment is unknown to the Administrative Head of Unit, the Associate Vice President Equity arranges an investigation and notifies appropriate authorities both inside and outside the University. In addition, the Associate Vice President Equity arranges to offer educational and counselling support for individuals who suffer harassment from persons unknown.

GENERAL PROVISIONS

Right of Parties to Support and Assistance

- (62) The complainant and respondent are at all times during these procedures entitled to support and assistance.
- (63) The complainant is entitled to the support and assistance of an Equity Advisor.
- (64) The respondent is entitled to the support and assistance of a member of his or her choice from the Equity Resource Group.
- (65) Members of unions and employee associations have all rights to representation that their collective agreements confer.

Obstructing the Process

- (66) Any person whose willful actions or inactions obstruct the application of these procedures or who willfully breaks an undertaking or agreement shall be subject to discipline.

Retaliation

- (67) No one shall suffer reprisal for bringing forward, in good faith, a complaint or concern about discrimination or harassment, including sexual harassment. The University considers retaliation or the threat of retaliation to be a serious offense because it prevents potential complainants, witnesses, colleagues, and administrators from acting on their concerns. See Appendix for examples of retaliation.
- (68) All persons involved in these procedures shall report threats and other safety concerns immediately to the Equity Office and relevant administrators.
- (69) Administrative Heads of Unit deal immediately with allegations of retaliation by investigating, and when appropriate, ordering the behaviour to stop, and taking preventive, interim, or remedial measures.
- (70) In its deliberations and recommendations, the adjudicative body shall consider any allegations of retaliation.

Confidentiality

- (71) All members of the University community involved in a case are encouraged to maintain confidentiality, particularly within the work or study area in question and in shared professional or social circles. These members include Equity Advisors, support staff, Administrative Heads of Unit, and witnesses, as well as the respondent and the complainant. Although at times difficult to

avoid, the breach of confidentiality can undermine the provision of due process, and thus prove a disservice to both the complainant and the respondent.

- (72) Confidentiality is not the same as anonymity: For a complaint to go forward to mediation, investigation, or adjudication, the identity of the complainant and the details of the complaint must be released to the Equity Advisor, the respondent, and those involved in the application of these procedures.
- (73) Terms of confidentiality may be agreed on in informal or mediation agreements, or ruled on by the Administrative Head of Unit.
- (74) Individuals involved in a case may discuss information only with those who need to know in carrying out their duties. Similarly, the University may release information that otherwise would be considered confidential to ensure the health, safety, and security of any member of the University community.
- (75) For educational purposes, the Equity Office may discuss specific cases and their resolutions with the provision that confidentiality of persons and units is not breached.
- (76) Confidentiality may not apply to persons subject to extra-University judicial processes.

Use of Documents

- (77) Documents are used only for the purpose for which they were created and are retained by the Equity Office. Access to Equity Office files is restricted to current members of the Equity Office staff. In cases involving repeat complaints or security and safety issues, a University Vice President may review Equity Office files.
- (78) Documents may be required by law to be released to extra-University processes.

Multiple Proceedings

- (79) A complaint may be pursued under these procedures even though the same complaint may be pursued in extra-University processes.
- (80) The fact that a complaint is being pursued under these procedures does not preclude the complainant from pursuing an extra-University process.
- (81) Where there are multiple complaints against an individual, a unit, or the University, the complainants shall clarify whether the complaints comprise a systemic complaint or a series of individual complaints.
- (82) Where two or more complaints have been lodged against the same respondent, these complaints may be dealt with by a single adjudication panel.

Limited Role of Resource Group Members

- (83) No member of the Equity Resource Group shall act in more than one capacity in any given case.

Conflict of Interest

- (84) Members of the University community are governed by the terms of the University Conflict of Interest Policy. Individuals in an intimate or sexual relationship with a subordinate shall disclose the relationship to the Administrative Head of Unit and shall cooperate with those measures the Administrative Head of Unit considers appropriate to avoid conflict of interest in matters such as supervision and evaluation.
- (85) When power differentials exist amongst or between faculty, staff, and students, those holding positions of authority shall not abuse, or seem to abuse, the power with which they are entrusted. Such relationships include, but are not limited to, those between a coach, an academic advisor, an instructor, a counsellor, a residence advisor, a tutor, a practicum supervisor, a research head, or a director and his or her subordinate, junior colleague, or student. Anyone who enters into a sexual relationship with a person where a professional power differential exists must realize that, if a charge of sexual harassment is subsequently lodged, it will be extremely difficult to defend the conduct on grounds of mutual consent.
- (86) An inappropriate sexual relationship may create a negative work or study environment for others and give rise to a complaint.

Interim Solutions

- (87) The complainant, respondent, or unit may require immediate measures to preserve safety, morale, or efficiency while a situation is being resolved, investigated, or adjudicated. Such measures should not be viewed as judgment of the credibility of the complainant or respondent, who may appeal such measures with the Associate Vice President Equity. His or her decision is final, subject to the provisions of collective agreements. See Appendix for examples of interim solutions.

Remedy Options

- (88) Once a case has been decided, the complainant or the respondent may require measures be taken to correct damage done to her or his career development, academic record, physical or emotional health, reputation, or finances. Arrangements are negotiated with the appropriate University officer. See Appendix for examples of remedy options.

Discipline Options

- (89) Discipline is to be appropriate to the offense and relevant circumstances of the case, and is applied after an admission or judgment of wrongdoing. Considerations in determining discipline include, but are not limited to, work history, previous discipline, respondent's acknowledgment of wrong, relationship of parties, degree of aggression and physical contact, number of events,



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and intent of respondent. See Appendix for examples of discipline.

Appeals

(90) Nothing in this policy shall be construed to remove any rights of appeal or rights to grieve that members of the University community have independent of this policy, or to remove any rights to take action against the University or members of the University community in other processes within or without the University.

Concerns and Complaints about Procedures

(91) General or specific complaints about the application of these procedures may be addressed to the Associate Vice President Equity.

THE EQUITY OFFICE

(92) The Equity Office has responsibility for

- providing advice to Administrative Heads of Unit and others seeking direction in the handling of cases;
- advising and assisting those who bring forward complaints during all stages of the procedures, including the initiation of a complaint, as well as the undertaking of informal resolution, and arranging for mediation or investigation;
- ensuring that the policy and procedures in this document have been appropriately and effectively implemented;
- providing information and advice to any member of the University community on discrimination and harassment, including sexual harassment;
- providing education on the prevention and remediation of discrimination and harassment, including sexual harassment;
- publishing annually statistical and summary reports on the number of complaints made, types of complaints, and outcomes; as well as reporting annually on educational activities;
- providing annually an evaluation of this policy and its procedures to the Vice Presidents and President.

EQUITY RESOURCE GROUP

(93) The Associate Vice President Equity appoints members of the Equity Resource Group to serve renewable terms of two years.

(94) The Associate Vice President Equity ensures that at least four members of the Equity Resource Group are available to advise respondents, mediate cases, and investigate cases.

PRESIDENT'S ADVISORY COMMITTEE ON DISCRIMINATION AND HARASSMENT

(95) The Associate Vice President Equity ensures that the President's Advisory Committee on Discrimination and Harassment reflects the diversity of members of the University with regard to gender, culture, ethnicity, disability, and sexual orientation.

(96) The tasks of this Committee are to

- (a) advise and assist the Associate Vice President Equity in creating and implementing an educational program designed to make all members of the University aware of
 - the nature of discrimination and harassment, including sexual harassment;
 - measures that should be taken to prevent discrimination and harassment from occurring; and
 - the procedures to be followed in the event of a complaint.
- (b) advise and assist the Associate Vice President Equity in the evaluation of Equity Office services, procedures, and educational programs.

DEFINITIONS

Administrative head of unit is Director of a service unit; Head of an academic department; Director of a centre, institute or school; Principal of a college; Dean; Associate Vice President; University Librarian; Registrar; Vice President; or President.

Complaint under these procedures means a written complaint by an individual or group that he/she/they have been discriminated against or harassed including sexually harassed; or that there has been retaliation for consulting with an Equity Advisor or for participating in proceedings under this policy; or that there has been a breach of an undertaking as to future conduct.

Contractors include vendors of goods and services to the University, volunteers, homestay families, persons in the community guiding practicum and internship placements, and others with similar connections to the University.

Discrimination refers to intentional or unintentional distinctions in treatment for which there are no bona fide and reasonable justification. Such discrimination imposes burdens, obligations, or disadvantages on specific individuals or groups as defined by the British Columbia Human Rights Act (1984, amended 1992.) The grounds protected against discrimination by the British Columbia Human Rights Act include age, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, and unrelated criminal convictions. The Act contains a number of exemptions and defenses. For example, the University's Employment Equity Policy, which has as its object the amelioration of conditions of disadvantage, is exempt from a complaint of discrimination under the Act. Similarly, the Supreme Court of Canada upheld the University's policy on mandatory retirement, and

therefore, it also is exempt under the Act. See Appendix for examples.

Harassment refers to physical, visual, or verbal behaviour that a reasonable person would consider to affect adversely a positive study and work environment at the University. Physical harassment includes, but is not limited to, physical acts of aggression and unwanted familiarity. Visual harassment includes, but is not limited to, offensive posters, pictures, and graffiti, including derogatory images on electronic media. Verbal harassment includes, but is not limited to, spoken or written threats, intimidation, jokes, and other comments. See Appendix for examples.

Member of the University community is a student, a member of faculty, or a member of staff.

Sexual Harassment refers to comment or conduct of a sexual nature, when any one or more of the following conditions are satisfied:

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

Such comment or conduct may include sexual advances; requests for sexual favours; suggestive and/or offensive comments or gestures emphasizing sex, sexual identity, or sexual orientation; or physical contact. See Appendix for examples.

APPENDIX

Examples of Discrimination include

- refusal to provide services or facilities;
- exclusion from employment or educational opportunities or benefits;
- refusal to teach, work with, or study with someone;
- failure to provide physical access

Examples of Harassment include

- insults, innuendos, derogatory comments, taunting, or slurs; touching, stroking, pushing, impeding or blocking movement, pinching, or any unwelcome physical contact;
- offensive attitudes such as a condescending approach that undermines self-respect, leering, or similar gestures;
- display of pornography or offensive materials
- retaliation for complaining or supporting a complaint of harassment

Examples of Sexual Harassment include

- verbal abuse or threats involving sexuality or gender;
- unwelcome remarks, jokes, innuendos or taunting about the physical or mental attributes of an individual or gender;
- display of pornographic or other offensive or derogatory material;
- practical jokes involving sexuality or gender that cause awkwardness or embarrassment;
- unwelcome invitations or requests for social or sexual interaction, whether indirect or explicit;
- leering, following, intimidating or stalking;
- unnecessary physical contact, such as touching, patting, pinching or crowding;
- gender-based condescension or disdain which undermines self-respect;
- retaliation for complaining or supporting a complaint of sexual harassment;
- harassment on the basis of sexual orientation;
- use of media, including telephone and computer technology, to impose sexist or sexual material on others;
- consensual sexual behaviour that interferes with the work or study environment of others;
- inappropriate sharing of information or questions about a person's sexuality or sexual orientation;
- physical or sexual assault



THE UNIVERSITY OF BRITISH COLUMBIA

DISCRIMINATION AND HARASSMENT - Draft Policy

Options for Informal Resolution of Discrimination and Harassment, including Sexual Harassment, include

- discussing concerns directly with or writing to the respondent;
- discussing concerns directly with the respondent, with the assistance of the advisor, an administrative head of unit, or other third party;
- requesting that the Advisor, Administrative Head of Unit, or other third party meet with the respondent to discuss the complaint;
- requesting that the Advisor or the Administrative Head of Unit work separately with the parties to create a mutual agreement;
- taking preventive action without notifying the respondent or the Administrative Head of Unit;
- requesting remedial measures from the Administrative Head of Unit, with or without the involvement of the respondent;
- requesting the Advisor or the Administrative Head of Unit to take on the complaint;
- requesting the Advisor or the Administrative Head of Unit offer educational sessions to the University unit

Interim Solutions for Situations involving Discrimination and Harassment, including Sexual Harassment, include

- suspension of respondent from certain duties, areas, routines;
- forbidding respondent to contact complainant;
- re-routing work through other people;
- shifting evaluation or supervision of complainant to someone other than the respondent;
- official leave or stress leave for complainant or respondent;
- close daily monitoring of complainant or respondent;
- support or counselling for complainant or respondent;
- rules of conduct agreed to by both parties;
- relocation of complainant or respondent;
- restraining order sought against the respondent;
- campus security and/or police involvement sought;
- behavioural guidelines issued to individuals or groups within a unit;
- administrative intervention regarding gossip or rumours

Retaliation in Situations involving Discrimination and Harassment, including Sexual Harassment, includes

- unfair evaluation of work or performance;
- breaking confidentiality, especially within the unit or profession;
- turning mutual colleagues against the complainant;
- spreading gossip about the complainant or witnesses;
- identifying to the unit, class, or colleagues the complainant in a case against oneself;
- negatively affecting the career or study opportunities of a complainant, witness, or others who are party to the complaint;
- following, phoning, stalking, or otherwise monitoring the complainant, witnesses, their friends, or family;
- approaching the complainant or witnesses directly, unless invited to do so;
- confronting, yelling at, or physically threatening a complainant or witness;
- filing frivolous or vexatious charges or lawsuits;
- actions by members of a unit to embarrass, intimidate, or exclude the complainant or witnesses for having laid a complaint;
- actions by an administrator to trivialize the complaint or discredit the complainant;
- withdrawal of services or relationships to which the person is entitled;
- shunning

Remedy Options in Situations involving Discrimination and Harassment, including Sexual Harassment, include

- providing paid leave or leave of absence from program until health is restored;
- counselling provided by appropriate resource;
- refunding tuition;
- calling in a qualified neutral expert to evaluate disputed work;
- changing complainant's unit assignment or moving his/her work area;
- extending work or study deadlines until complainant can cope and is ready to perform;
- suspending academic or work requirements for a period of time;
- redressing losses of opportunity, promotion, employment, etc.;
- requesting an apology from the respondent;
- assisting skill building, e.g. assertiveness, self-defense;
- countering damage to reputation caused by the situation and procedures;
- educating the unit about issues of discrimination and harassment, including sexual harassment;
- educating management staff about their responsibilities regarding discrimination and harassment, including sexual harassment;
- supporting the complainant and clarifying the University's judgment regarding the respondent in a formal letter;
- providing a letter of reference from a suitable supervisor;
- circulating a statement regarding the case outcome;
- helping the complainant or respondent re-establish in a new location or program;
- improving safety measures in the work area

Discipline Options in Situations of Discrimination and Harassment, including Sexual Harassment, include

- oral warning
- letter of reprimand on file, or note on transcript or personnel file, with time and method of removal to be specified;
- refusal to provide references, or requirement to mention the offense in any recommendations provided;
- apology by the respondent in person or by letter;
- mandatory counselling for specific minimum number of sessions, with report by counsellor;
- attendance at educational courses on issues and awareness of discrimination and harassment, including sexual harassment, with report by instructor;
- memo to unit outlining basic facts and findings;
- loss of privileges regarding use of facility, work with students or staff, etc.;
- prohibition against leading field trips alone with students;
- prohibition against individual contact with students, staff, etc., in the office;
- loss of position or title;
- relocation of work area away from the complainant;
- change of routine to avoid contact with the complainant;
- transfer to another unit with supervisor notified as to reason;
- prohibition against contact with complainant or others in similar group;
- demotion or denial of salary increment;
- suspension without pay for specified days/weeks/months;
- expulsion for specified time or permanently;
- termination

Calendar

October 9 through October 22

Arts. Faculty Development seminar room, bsmt. of David Lam Research Centre from 3-5pm. Call 822-9149.

Pharmaceutical Sciences Clinical Division Seminar
Piperillin + Tazobactam Vs. Imipenem In The Treatment Of Serious Nosocomial Infections. Dr. Fawzia Lalji, fellow, Infectious Diseases. UBC Hosp. G-279 from 4-5pm. Call 822-4645.

Green College Lecture
News From Transylvania: A Domestic Correspondence During The English Civil War. Paul Stanwood, English. Green College recreation lounge at 5:30pm. Call 822-8660.

Musical Performance
Classical South Asian Vina Solo by Mrs. Lakshri Ranganathan. Museum of Anthropology theatre gallery at 7:30pm. Call 822-4604.

Continuing Studies Lecture
Interpreting The Family In The Nineties: Changes And Challenges, The Family And The Workplace. Susan Boyd, Chair in Feminist Legal Studies, UBC; Assoc. Prof. Phyllis Johnson, School of Family and Nutritional Sciences, UBC. Hotel Georgia, York Room. 12:00-1:30pm. Call 222-5203.

Wednesday, Oct. 19

Orthopaedics Grand Rounds
Imaging The Rotator Cuff: Diagnosis/Treatment Planning. Drs. Hawkins, Forrest, Regan. Vancouver Hosp. Eye Care Centre auditorium at 7am. Call 875-4272.

Wednesday Noon Hour Concerts
Indian Classical Music. Lakshri Ranganathan, veena. Music Recital Hall at 12:30pm. Admission \$2.50. Call 822-5574.

J. V. Clyne Lecture
Jusselling Of Students For The 21st Century: Work And Careers In The 21st Century. Prof. Frithjof Bergmann, philosopher, U. Michigan, Ann Arbor. Buchanan A-202 at 12:30pm. Call 822-5675.

BC Transplant Society Rounds
A Presentation On The Anti-rejection Drug, Cyclosporine Neoral, Used For Organ Transplant Recipients. Dr. Diane Bourassa, Vancouver Hosp. Taylor-Fidler Theatre from 12-1pm. Refreshments. Call 877-2100.

Microbiology/Immunology Seminar
Recombinant Expression, Purification/Characterization Of The Puf G Gene Product Of Rhodobacter Capsulatus. Dr. Shafigue Fida, Microbiology/Immunology. Wesbrook 201 from 12-1:30pm. Call 822-3308.

Canadian Studies Lecture
Living In Canada: Domestic Space In The Nineteenth Century. Peter Ward, History. Buchanan B-212 at 12:30pm. Call 822-5193.

Applied Mathematics Colloquium
Dynamic Optimization Models Of Animal Behaviour. Dr. Colin W.

Clark, Mathematics. Math 203 at 3:30pm. Call 822-4584.

Geography Colloquium
Monitoring Suspended Sediment Variation In A Pro-glacial Environment: A New Perspective On Traditional Approaches. Dr. Nicholas Clifford, Geography/Earth Resources, The Univ. of Hull, UK. Geography 201 at 3:30pm. Refreshments. Call 822-4929.

Geophysics/Astronomy Seminar
Stress/Slab Coupling. Kelin Wang. Geophysics/Astronomy 260 at 4pm. Refreshments at 3:45pm. Call 822-2082/2267.

Centre for Biodiversity Research
Ecological Diversity, Trophic Structure/Productivity: Theories/Data. Dr. Matthew Leibold, Ecology and Evolution, Univ. of Chicago. Family/Nutritional Sciences 60 at 4:30pm. Call 822-4239.

Green College Comparative Literature Colloquium
Gods In Paradise: German Art Nouveau In New Guinea, Maria Ng; Ethnographic Curiosity/Colonial Agendas: The Role Of The Visual In An 1814 Travel Narrative, Maureen Ryan. Green College recreation lounge at 5:30pm. Call 822-8660.

J. V. Clyne Lecture
A New Perspective On Education And Work. Frithjof Bergmann, professor of philosophy, U. Michigan, Ann Arbor. Carnarvon Community School activity room, 3400 Balaclava St. from 7:30-9:30pm. Call Continuing Studies at 222-5209.

Thursday, Oct. 20

Fine Arts Lecture
Contemporary Art In India. Vivan Sundaram. Lasserre 102 at 12:30pm. Call 822-2755.

1994 Distinguished Medical Research Lecture
Molecular Immunology/New Approaches To The Therapy Of Cancer, Allergy And Inflammation. Dr. John W. Schrader, Biomedical Research Centre, Medicine. IRC #1 from 12:30-1:30pm. Call 822-8633.

Students for Forestry Awareness Lecture Series
Forest Practices Code: Development And Enforcement. Trevor Swan, acting director, Enforcement Branch, Ministry of Forests. MacMillan 166 from 12:30-1:30pm. Refreshments. Call 822-2727.

J. V. Clyne Lectures
New Work, New Culture: Implications For Labour Market Development/Human Services - A Panel Discussion. Frithjof Bergmann, Marcy Cohen, Hans Schutze and Sharon Manson Singer. IRC #2 from 12:30-2:30pm. Call 822-5675.

Philosophy Colloquium
Trouble For Tournaments. Leslie Burkholder, Philosophy. Buchanan D-348 from 1-2:30pm. Call 822-3292.

Physics Colloquium
Scientific Opportunities With Radioactive Beams At TRIUMF. John M. D'Auria, SFU. Hennings 201 at 4pm. Call 822-3853.

Medieval/Renaissance Studies Seminar
Green College Lecture Series.

Amants, Amour Et Art L'almer Dans L'Heptameron De Marguerite De Navarre, professor Robert Aulotte. Green College recreation lounge at 4:30pm. Call 822-5938.

Canadian Studies Workshop
The Spaces Of Postmodernism. Richard Cavell, English; John O'Brian, Fine Arts. Green College small dining room at 8pm. Dinner precedes the workshop. Please book for dinner 3 days in advance at 822-8660, if you wish to join us. Call 822-5193.

Music Concert
Distinguished Artists: NEXUS, master percussionists. Music Recital Hall at 8pm. Adult \$16; student/senior \$9. Call 822-5574.

Marion Woodward Lecture
Challenges/Opportunities For Nursing: Focus On The Next Decade. Kathryn A. May, DNSc, RN, FAAN. IRC #6 at 8pm. Refreshments. Call 822-7417.

Green College Canadian Studies Workshop
The Spaces Of Postmodernism. Richard Cavell, English; John

O'Brian, Fine Arts. Graham House, Green College small dining room at 8pm. Call 822-8660.

Continuing Studies Lecture
International Scene. Working Towards Equality: Women In Indonesia. Asst. Prof. Tineke Hellwig, Asian Studies. Hotel Georgia, York Rm. 12:00-1:30pm, part of a series. Call 222-5203.

Friday, Oct. 21

Health Care/Epidemiology Rounds
Violence In Youth. Dr. John O'Brien-Bell, chair, Mayor's Committee on Youth Violence. Mather 253 from 9-10am. Free parking in B-Lot. Call 822-2772.

UBC Fisheries Centre Seminar
Reducing Feed Wastage On Salmon Farms. Dr. Royann Petrell, Bio-Resource Engineering. Ralf Yorke Room, Hut B-8 from 12:30-1:30pm. Call 822-2731.

Occupational Hygiene Programme Seminar
Radiation Studies/Exposure Incidents. Randy Ross, Radiation Protection Officer, BC Ministry of Health. CEME 1202 from 12:30-1:30pm. Call 822-9595.

Theoretical Chemistry Seminars
Potential Energy Surfaces From The Spectra Of Van De Waals Molecules. Chemistry 402, central wing at 4pm. Call 822-3997.

Institute of Asian Research Seminar
Asia's Korea Dilemma. Dr. B.C. Koh, U. of Illinois, Chicago. Asian Centre auditorium from 5-6:30pm. Call 822-3814.

Saturday, Oct. 22

Vancouver Institute Lecture
The Future Of Work, The Future Of Culture. Prof. Frithjof Bergmann, Philosophy., U. Michigan, Ann Arbor. IRC #2 at 8:15pm. Free admission. Call 822-3131.

Notices

Homecoming '94
Oct. 13 - 16. All alumni, families and friends are invited to attend the annual UBC Homecoming activities and events. Highlights include Path of Learning and the Homecoming Football Game. Call 822-3313.

Student Housing
A new service offered by the AMS has been established to provide a housing listing service for both students and landlords. This new service utilizes a computer voice messaging system. Students call 822-9844, landlords call 1-900-451-5585 (touch-tone calling) or 822-0888, info only.

Dance To A Latin Beat
Every Wed. at the Graduate Centre at 8:30pm. To find out more about Mon. movies, Tues. pool tourney, Thurs. coffee house and Fri. folk, call the Graduate Centre hot-line at 822-0999.

Campus Tours
School and College Liaison tours provide prospective UBC students with an overview of campus activities/faculties/services. Fridays at 9:30am. Reservations required one week in advance. Call 822-4319.

Disability Resource Centre
The centre provides consultation and information for faculty members with students with disabilities. Guidebooks/services for students and faculty available. Call 822-5844.

UBC Libraries
Library branches and divisions will offer more than 100 training/tutorial sessions this fall. Learn how to use the online catalogue/information system, or one of more than 75 electronic databases in the library. Check branches/divisions for times and dates. Call 822-3096.

Writing Course
The UBC Writing Centre offers a one-term non-credit writing course in language and composition to assist students preparing for 1st yr. English/LPI. Non-UBC students are welcome. Call 822-9564.

Women Students' Office
Advocacy/personal counselling services available. Call 822-2415.

Frederic Wood Theatre 1994/95 Season
Season Ticket Sales from 8:30am-4:30pm. Frederic Wood Theatre 207 Mondays through Fridays. Call 822-2678.

Sexual Harassment Office
Advisors are available to discuss questions or concerns and are prepared to help any member of the UBC community who is being sexually harassed find a satisfactory resolution. Call 822-6353.

Clinical Trial Dermatology
Acne Treatment Study. A new acne lotion vs. a proven acne medication. Volunteers not under doctor's care for acne, 25 yrs. or younger. 5 visits over 12-week period. Honorarium upon completion. Call 875-5296.

Psychology Study
Music/Mood Study. Comprises 2 one-hour sessions, booked 2 days apart. Participants will be paid \$20 upon completion of both sessions. Kenny 1708. Call 822-2022.

Audiology/Speech Sciences Study
Volunteers needed with normal hearing, who are native-English speakers; 18-35 years old, with no previous instruction in linguistics to participate in a study of speech perception in noise. Honorarium paid. Call Anita at 822-5054.

Statistical Consulting/Research Laboratory
SCARL is operated by the Dept. of Statistics to provide statistical advice to faculty/graduate students working on research problems. Call 822-4037.

Faculty and Staff Volleyball
Mondays/Wednesdays Gym B, Osborne Centre at 12:30pm. Drop-in or attend regularly for recreation. Call 822-4479.

Surplus Equipment Recycling Facility (SERF)
Disposal of all surplus items. Every Wednesday, 12-5pm. Task Force Bldg., 2352 Health Sciences Mall. Call Vince at 822-2582/Rich at 822-2813.

Fine Arts Gallery
Presently on view, a Group Show of work by five graduates of UBC's Master of Fine Arts program. Open Tues.-Fri from 10am-5pm. Saturdays 12pm-5pm. Free admission. Basement of Main Library. Call 822-2759.

Nitobe Garden
Open daily from 10am-6pm. Call 822-6038. Winter hours in effect Oct. 17: 10am-2:30pm, Monday-Friday only.

Botanical Garden
Open daily from 10am-6pm. Shop In The Garden, call 822-4529; garden information, 822-9666. Winter hours in effect Oct. 17: 11am-5pm daily.

THE CANADIAN RED CROSS SOCIETY

Is holding the following blood donor clinics on campus:

Fri., Oct. 7	Woodward IRC	10:00 - 4:00
Tue., Oct. 11	SUB Ballroom	9:30 - 3:30
Wed., Oct. 12	SUB Ballroom	9:30 - 3:30
Thu., Oct. 13	SUB Ballroom	9:30 - 3:30
Mon., Nov. 7	Woodward IRC	9:30 - 3:30
Tue., Nov. 29	Gage MacInnes & Murrin Lounges	3:00 - 9:00

New Rose Garden to link north campus features

by Gavin Wilson

Staff writer

The new Rose Garden Parkade, located on NW Marine Drive, is an important part of the growing cultural precinct at UBC, says University Planner Andrew Brown of Campus Planning and Development.

"This is a complex project with multiple benefits to the campus," he said.

"Besides providing safe and convenient parking for 900 cars, the project is unique because its siting and design created opportunities for a major renewal of landscape and urban space."

Despite its size, the parkade is virtually invisible. Sitting atop it, with sweeping views of the ocean and Coast Mountains, will be a reconditioned and expanded Rose Garden and a renovated flag plaza.

The renovations will restore the area at the north end of Main Mall to its original intent as a ceremonial centre and major entrance to campus, Brown said.

In the garden, many rose bushes from the original garden will be replanted in October by Plant Operations grounds and gardening staff. They will be augmented by the planting of new varieties, making the Rose Garden larger than ever.

The Rose Garden will eventually be connected with the former Faculty Club garden to the west and the gardens adjacent to the lobby of the Chan Centre for the Performing Arts, which will be constructed to the east.

The plaza, connected to the parking levels by stairwells and an elevator, will include the ceremonial flagstaff and a balcony overlooking the Rose Garden and the view north.

Brown said the plaza is an important space that will link the Morris and Helen Belkin Art Gallery, currently under construction, the Chan Centre, the Faculty Club site and the Buchanan buildings, home to the Faculty of Arts.

The parkade will also serve Frederic Wood Theatre, the Museum of Anthropology and the new Main Library. It was designed in accordance with the 1992 Main Campus Plan, which set out a strategy of a series of parkades built around the pedestrian core of campus, Brown said.

The Rose Garden parkade is outfitted with all the latest safety features including bright lighting and telephones.

The parkade was designed by Aitken Wregglesworth Associates and constructed by PCL Construction. Surface design work

was completed by Grizzi Perry and Associates, landscape architects.

The cost of constructing the \$15.6-million parkade will be recouped by parking fees.

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Counselling of Students for the 21st Century:

Work and Careers in the 21st Century

Wednesday, October 19 12:30 PM
UBC Buchanan Building, Room A-202

A New Perspective on Education and Work

Wednesday, October 19 7:30 PM Continuing Studies
Carnarvon Community School, 3400 Balaclava Street

New Work, New Culture:

Implications for Labour Market Development & Human Services

Thursday, October 20 12:30 PM

UBC Woodward Instructional Resources Centre, Hall 2
PANEL: Hans Schütz, Academic Policy Advisor, OECD
Marcy Cohen, former Canadian Labour Force Development Board
Sharon Manson Singer, Social Work on Income Security

The Future of Work, The Future of Culture

Saturday, October 22 8:15 PM The Vancouver Institute
UBC Woodward Instructional Resources Centre, Hall 2

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The classified advertising rate is \$15 for 35 words or less. Each additional word is 50 cents. Rate includes GST. Ads must be submitted in writing 10 days before publication date to the UBC Community Relations Office, 207-6328 Memorial Road, Vancouver, B.C., V6T 1Z2, accompanied by payment in cash, cheque (made out to UBC Reports) or internal requisition. Advertising enquiries: 822-3131.

The deadline for the Oct. 20, 1994 issue of UBC Reports is noon, Oct. 11.



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SINGLES NETWORK Single science professionals and others interested in science or natural history are meeting through a nationwide network. Contact us for info: Science Connection, P.O. Box 389, Port Dover, Ontario, NOA 1N0; e-mail 71554.2160@compuserve.com; 1-800-667-5179.

Accommodation

POINT GREY GUEST HOUSE A perfect spot to reserve accommodation for guest lecturers or other university members who visit throughout the year. Close to UBC and other Vancouver attractions, a tasteful representation of our city and of UBC. 4103 W. 10th Ave. Vancouver, B.C. V6R 2H2. Call (604) 228-8635.

FLOATING HOME Short-term lease, bed-sitting room in floating home. Private bath, balcony. Sink, 2 burners, small fridge, some furniture, N/P, N/S. Available Oct.-April flexible. Call 940-3313.

GUEST COTTAGE Furnished guest cottage, UBC Endowment Lands. Offers Vancouver visitors a peaceful alternative. Cozy 2 bdrm cedar cottage on 1 acre natural forest setting. Fully equipped with all the comforts of home. Weekly/monthly bookings. 222-0060.

For Sale

FAXPHONE Canon 1200, one-touch speed dialing, excellent condition, \$245. Answering machine AT&T 1323, 1 year old, playback date and time, 2 outgoing messages, \$90. University Hill Congregation, 224-7011.

1986 HYUNDAI PONY, great student car, 120,000km. Good mechanical/body condition, sunroof, AM/FM, all records, \$1895 obo. 264-8814.

Correction

The Sept. 22 issue of *UBC Reports* incorrectly identified Dr. Andrew Seal's new position. His correct title is associate dean, Undergraduate Education-Student Affairs.

He was also referred to as head of the Division of General Surgery. From 1988 to 1993, he served as head of the Division of General Surgery at UBC Health Sciences Centre Hospital and subsequently University Hospital, UBC site.

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Speakers Bureau has topic for every audience

by Abe Heffer

Staff writer

Derek Carr is an expert on Spain, but there's no bull when it comes to the presentations he makes as a member of the UBC Speakers Bureau.

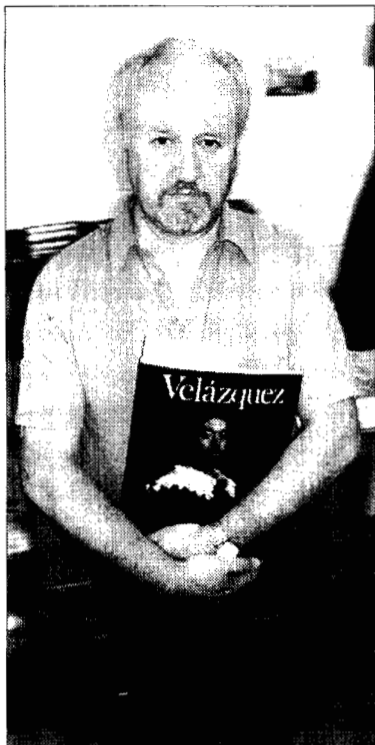
And he tries to keep the flamenco to a minimum, as well.

Carr, an assistant professor in Hispanic and Italian Studies, is one of more than 200 UBC faculty, professors emeriti and staff who offer their expertise through the UBC Speakers Bureau.

"I try to get rid of the stereotypes a lot of people have about Spain," says Carr. "Bullfights and flamenco are only part of Spanish culture."

The Speakers Bureau, which operates as a public service from September through April, offers more than 400 topics, including prehistoric technology, pop music and moral change, forensic dentistry, second careers, elite bicycle racing and the aurora borealis. Most speakers are available free of charge.

"The opportunity to meet with people outside the university is important to me," says Carr. "You can do things you can't do in a scholarly conference. It's more informal and not strictly academic."



Derek Carr

"The Speakers Bureau is one way to reach out to a wider audience in an informal setting."

Carr has been reaching out to audiences throughout the Lower Mainland for more than 15 years. As an expert on Spain, he serves up a 60-minute slice of a lifetime of appreciation on topics such as Spanish art and architecture,

as well as medieval culture and history. He has long had a particular fascination with three artists: Velázquez, Goya and El Greco.

"I've put together a number of good slides on those three Spanish artists and trot them around the circuit. The slide shows seem to particularly appeal to my audiences, as opposed to delivering a plain old lecture."

Carr typically speaks to seniors and special interest groups, usually at community halls, and sometimes in people's basements. Last April, he spoke to a group of music teachers with the Association of the Royal Conservatory of Toronto in a private home. He thoroughly enjoyed it, and so did the music teachers, who gave Carr a "10" rating in their speaker evaluation form.

The groups that have drawn on the expertise of the university community to support their endeavours include elementary and high schools, parent groups, clubs and special interest groups, professional associations and continuing education programmers.

If you would like more information on Derek Carr or any other speakers available through the UBC Speakers Bureau, phone 822-6167.

People

by staff writers

Angelo Belcastro is the new director of the School of Rehabilitation Sciences. His five-year appointment began July 1.

Belcastro, who received his PhD from the University of Alberta, joined UBC in 1987 with appointments in the Faculty of Education's School of Human Kinetics and in the Faculty of Medicine's Family Practice Dept.

Belcastro currently serves as president of the National Organization for Sport Sciences Trust Fund and chairs the National Fitness Appraisal Certification and Accreditation Committee of the Canadian Society for Exercise Physiology and Health Canada.

He is a member of the International Society for Heart Research, the Canadian Physiological Society and the International Society for Myochemistry.

Belcastro is a past president of the Canadian Association of Sports Science and of the Sports Medicine Council of B.C. From 1989 to 1992, he served as a member of the B.C. Provincial Anti-Doping Advisory Committee.

In 1993, he was honoured with the Outstanding Scholar Award presented to him by the School of Human Kinetics.

••••

Pam Brown of the Heiltsuk Nation has been appointed curator of ethnology and media by the Museum of Anthropology.

Brown has an MA in anthropology from UBC and has curated the exhibit, Cannery Days: A Chapter in the Lives of the Heiltsuk, on display in several communities on the coast.



Brown

She has served as director on several First Nations boards and is currently a council member of the B.C. Museums Association and the Aboriginal Cultural Stewardship Program.

At MOA, Brown will be responsible for co-ordinating the Aboriginal Cultural Stewardship Program and developing new ways for First Nations to document important parts of their traditions, cultures, history and practices.

••••

Two Computer Science Dept. researchers have been elected fellows by the B.C. Advanced Systems Institute.

The fellowships, worth \$90,000 over three years, will allow them to use their experience and expertise to help B.C.'s high-tech companies develop commercial products. There are currently 45 ASI fellows at three B.C. universities.

The new fellows from UBC are **Dinesh Pai**, whose area of expertise is developing computational tools for intelligent machines and robots, and **Mark Greenstreet**, who has an extensive background in the design of integrated circuits.

Both are also members of the Centre for Integrated Computer Systems Research.

••••

Cardiologist **Simon Rabkin** has been elected president of the Canadian Hypertension Society.

Rabkin, a professor of Medicine, received his BSc and MD from the University of Manitoba in 1967. He interned at Montreal General Hospital before training in internal medicine at Ohio's Cincinnati General Hospital and Toronto General Hospital.

He received his training in cardiology at the University of Cincinnati and at Emory University in Atlanta, Ga.

Rabkin, a founding member of the editorial board of the Canadian Journal of Cardiology, is a fellow of the Royal College of Physicians (Canada), the American College of Cardiology and the American College of Epidemiology.

His research interests include pharmacokinetics, biomechanics, physiology and cardiovascular epidemiology.

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Dual honours were recently conferred on **Connie Eaves**, a professor of Medical Genetics and deputy director of the Terry Fox Laboratory of the B.C. Cancer Institute.

Eaves, who joined UBC in 1973, has been elected a fellow of the Royal Society of Canada and is the newly appointed vice-president of the National Cancer Institute of Canada.

A graduate of the University of Manchester with a PhD in immunology, she received her postdoctoral training at Manchester's Doctoral Hospital and Holt Radium Institute and at the Ontario Cancer Institute in Toronto.



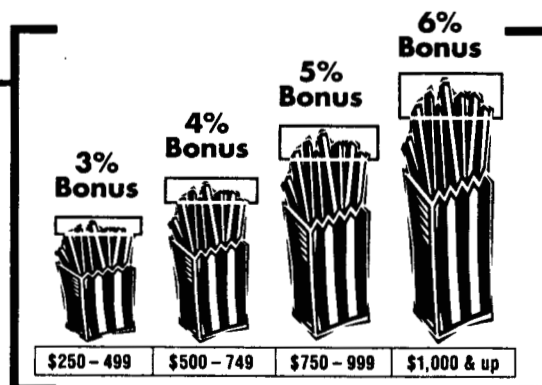
Eaves

Her research focuses on the development of new procedures to measure the stem cells of normal and leukemic blood cells, and to define the mechanisms that control their growth.

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 - Hubbards Convenience Store at Place Vanier
 - The Ponderosa on West Mall
 - The Underground at Sedgewick
 - Trekkers on Main Mall
 - Express at Trekkers
 - Yum Yums at the Old Auditorium

UBC FOOD GROUP
Serving You Well

New recycling program shows signs of success

by Gavin Wilson

Staff writer

This must be a joke. That's the first reaction of many UBC staff when confronted with their new desktop garbage bins. And that may be yours, too, when the bins are distributed campus-wide next year.

It will happen when someone replaces your regular garbage can — where you've blithely chucked old memos, newspapers, coffee cups, message slips and all the detritus of daily office life — with a miniature bin just 15 centimetres tall.

They look like toys, but they're no joke.

In fact, the desktop bins are part of one of the most successful recycling programs, called Waste Free UBC, ever initiated on campus.

In its pilot phase, Waste Free UBC has increased paper recycling by at least 40 per cent in departments where it has been introduced, said Mary Jean O'Donnell, operations co-ordinator of the Waste Reduction Program. In some departments it has reduced real garbage to almost nil.

Despite the program's success, there's still the initial shock to overcome.

"People's first reaction is: 'You

can't be serious,'" O'Donnell said. "We've seen high levels of stress among some individuals, but the reaction is generally pretty positive once people understand what it's all about."

To date, the tiny waste cans are sitting on desks in Plant Operations, the Centre for Human Settlements, the Dept. of Clinical Dental Sciences, Main Library and the Old Administration Building.

There are existing paper recycling programs in every building on campus, of course, but despite best efforts only about 25 per cent of waste paper was being diverted from the landfill, O'Donnell said.

Paper is the single largest source of garbage on campus. Overall, about 60 percent of campus waste consists of paper products. In offices, that number rises to 80 to 90 per cent or more.

Looking for ways to encourage more recycling, Waste Reduction Program staff came upon a scheme that originated at Bell Canada. Adapted to UBC, the three-step program involves removing all-too-convenient garbage cans, replacing them with desktop models that users must empty into a central office location, and providing easier access to recycling boxes.

"It certainly seems to work,"

O'Donnell said.

The program increased paper recycling in Plant Operations by 40 per cent in just two months and in the Main Library it is up almost 50 per cent.

In the Old Administration Building, the amount of paper diverted to recycling increased to 1,000 kilograms from 665 kilograms per month — the difference being the equivalent of six trees.

It will take at least a year, but the program will be expanded campus-wide with the distribution of 5,000 desktop bins.

Waste Reduction staff are also encouraging people to recycle cans and bottles with a reminder that those items can be returned to the Food Services outlet where they were purchased.

"We recognize that it's a fairly radical step for most people, but our philosophy is that you should be able to bring it back where you got it," said John Metras, Waste Management Program co-ordinator.

"We want UBC to be at the cutting edge of recycling efforts. Recycling should not be just an add-on, but part of everyone's daily routine."

UBC has received a certificate of recognition from the Greater Vancouver Regional District (GVRD) for playing a leadership



Gavin Wilson photo

Soon all of campus will have similar desktop bins in an effort to reduce garbage and encourage recycling. John Metras, Waste Management Program co-ordinator, and Mary Jean O'Donnell, operations co-ordinator, show how it's done.

role in waste reduction and recycling.

The GVRD, which has a goal of reducing waste in the region by 50 per cent by the year 2000,

is encouraging businesses and institutions to reduce, reuse and recycle. It awarded certificates to 90 local institutions and businesses.

Will UBComing Home?



Path of Learning Tour

Time: 10:00-4:00
Cost: Free
Contact: Carol Forsythe, 822-9490

Tour of campus with a focus on the new buildings. **Free passports and bus tours.** Venues include: Cecil Green Park, Alumni Association, Museum of Anthropology, Botanical Garden, UBC Bookstore, Football Game, Thunderbird Stadium (\$3), Geological Sciences Museum, Centre for Integrated Computer Systems Research, Computer Science, Disability Resource Centre, Student Services, School & College Liaison, Student Union Building Cafeteria, First Nations Longhouse, David Lam Management Research Centre, War Memorial Gym. Passport entitles you to eligibility for prizes including a chance to win a trip for two with Air Canada's Executive First Class to Europe, destination of your choice. Winners will be notified by mail.

Homecoming Hotline

822-8967

Day of the Longboat

Instructional Clinic weekend on October 14, 15 and 16. Cost: UBC \$155, Community \$235, High School \$105. Commemorative shirt is \$5. Cost includes Weekend Clinic, Race, Salmon Barbecue and Dance. Barbecue and Dance will be held on evening of the 22nd. Contact: Nestor Korchinsky, 822-2401.

UBC Bookstore is open all day, 10:00-5:00 on Saturday, October 15.

Free Parking

Parking in North Parkade next to SUB will be free on Saturday and Sunday. All B lots will also be free on those days. Parking will be available at the Alumni Association, Cecil Green Park, for \$3.

Information Kiosk

Directions, maps, programs, **Path of Learning Passports** and merchandise are available in front of the Bookstore. Time: 10:00-4:00. Contact: Carole Forsythe, 822-9490

Football: Thunderbirds vs U. of Alberta Golden Bears

Cost: adults \$6; students \$4; children under 12 and UBC students free.

Hockey: Thunderbirds vs U. of Saskatchewan Huskies

Cost: adults \$5; youth, seniors, children under 12, UBC students with AMS cards \$3.

Homecoming '94 Schedule of Events

Time	Event	Location	Cost	Contact
Wednesday, October 12				
6:00-10:30	Pharmaceutical Sciences Professional Practice Night	Cecil Green Park	free	Raymond Lee, 822-4976
Thursday, October 13				
7:00-10:00	Drop In at Gate 4 Lounge	International House	free	Helene Rasmussen, 822-5021
12:30	Reception for International Scholars	Cecil Green Park	invitation	Gay Huchelega, 822-3472
5:30-8:00	Great Trekker Award Ceremony	SUB 214/216	\$12.00	Leah Costello, 822-2050
Friday, October 14				
11:00-2:00	Sanyo Ceremonial Tree Planting Rededication	Asian Centre	invitation	Cheryl Banfield, 822-2484
6:00	UBC Sports Hall of Fame Banquet	Ponderosa	\$75/ Cash bar	Buzz Moore, 822-3917 June Carlyle, 822-8205
11:30-2:30	Great Trek Remembered Luncheon	Cecil Green Park	invitation	Alumni Association, 822-8917
4:30-8:00	Oktoberfest	Tent, SUB Plaza	free	EUS office, 822-3218
7:00-10:00	Drop In at Gate 4 Lounge	International House	free	Helene Rasmussen, 822-5021
6:00	Geography Division AGM and Social	Geography Building	free	Monica Klassen, 597-9058
6:30	'84 Nursing Reunion	Cecil Green Park	\$35	Alumni Association, 822-8917
7:30	Thunderbird Hockey UBC vs Saskatchewan Huskies	Winter Sports Centre	see sidebar	Don Wells, 822-3918
Saturday, October 15				
10:00-4:00	CICSR/CS Demonstration and tours	CICSR/CS Building		Gale Ross, 822-6601
10:30	Koerner Library Ground Breaking Ceremony	Main Mall	invitation	Joan King, 822-5414
2:15-3:30	Professors Emeriti Reception	Marquee Tent, South Plaza outside SUB	invitation	Joan King, 822-5414
4:15-5:30	Reception for Major Entrance Scholarship Winners	Marquee Tent, South Plaza outside SUB	invitation	Joan King, 822-5414
1:00	Football: UBC vs U. of Alberta	Thunderbird Stadium	see sidebar	Bob Philip, 822-9466
5:00	'54 Home Economics Reunion	Private residence	invitation	Alumni Association, 822-8917
10:00-4:00	Alumni Association Tour & Art Exhibit	Cecil Green Park	free	Leslie Konantz, 822-0616
6:30-10:00	UBC Alumni Association Event: "Murder at the Mansion"	Cecil Green Park	\$25/person or \$132/team of 6	Marlene King, 822-8923
10:00-2:00	Elementary School Volleyball Tournament	MacInnes Field	free	June Carlyle, 822-8205
9:30-6:00	Martial Arts Demonstration	War Memorial Gym	free	TBC
11:00-4:00	4th Annual Apple Festival	UBC Botanical Garden	free	822-4529
1:00-5:00	Aquatic Centre Alumni Swim	Aquatic Centre	free with passport	Chris Neale, 822-4522
11:30, 1:45	Magic Show/Chemistry	Chemistry Bldg., Rm TBC	free	Pete Wassell, 822-2389
10:00-4:00	First Nations House of Learning	First Nations Longhouse	free	Ethel Gardner, 822-8942
7:00-10:00	Intramural Sports' Reunion Banquet	Ponderosa	\$30	Steve Molnar, 263-0145
Sunday, October 16				
6:30-9:00	Rehabilitation Sciences Reception/General Meeting	Cecil Green Park	invitation	Nancy Cho, 739-4215
11:00-4:00	4th Annual Apple Festival	UBC Botanical Garden	free	822-4529
1:00-5:00	Aquatic Centre Alumni Swim	Aquatic Centre	free with passport	Chris Neale, 822-4522