Harassment Guide Offers Alternatives

By Sarah Y. Keightley

In early November, the Institute released the first draft of a new guide which details the policies and procedures for individuals involved in a harassment complaint.

Dealing with Harassment at MIT, distributed to every student and employee, was primarily developed by Associate Provost for Institute Life Samuel J. Keyser. The guide addresses all forms of harassment, including harassment based on gender, race, age, or disability.

The community's response to the manual has varied considerably. Some have had favorable impressions of the guide, while others have found problems with the decentralized system which deals with complaints, the guide's definition of harassment and its conflict with the freedoms of speech, and the guide's length.

According to MIT's policy on harassment, "Harassment is any conduct, verbal or physical, on or off campus, which has the intent or effect of unreasonably interfering with an individual's or group's educational or work performance at MIT or which creates an intimidating, hostile, or offensive educational or living environment." The guide expands on this definition by providing examples of behavior that are and are not considered harassment.

MIT has a multi-access, multi-option system for dealing with harassment. This means that a complainant (the individual pursuing a claim of harassment) has several routes to choose from, depending on Harassment, Page 13

HASS-D Lottery To Be Revamped

By Ramy Arnaut

Thanks to a new computerized lottery system, students will now know whether they will be able to enroll in their top choices for Humanities, Arts, and Social Science Distribution courses next spring before the term even begins.

The new system attempts to provide a fairer lottery scheme which is also more efficient and easy to use than the current manual enrollment process, according to HASS administrators.

The system only applies to HASS-D courses, and not to regular HASS courses or HASS-D language-option courses.

The system is designed to "give students a ticket into a class — a guarantee that the student is in that class," said Harriet Rivo, associate dean of the School of Humanities, Arts, and Social Sciences. "The system is fair in that everyone gets a crack at their first choice." Students can also determine which HASS-Ds still have openings during the term.

Coordinators are "expecting close to 99 percent of students to use this system," Rivo said, although people can still register by hand. Although the computerized lottery is in the experimental phase, it is expected to supplant the old paper system in the future, according to Rivo and HASS Office Coordinator Beth K. Davis who supervised the system's development.

HASS-D enrollment online

The course selection program will be operational from Dec. 8 through Jan. 5, both from workstations and dial-up machines. The program allows the student to rank up to six HASS-D classes from the ones offered during a particular term.

The lottery algorithm first assigns each student in his first-choice class. In classes that are oversubscribed (more than 25 students per section), the program will randomly reassign students to their next choice in order to reduce the class size.

All requests will be weighted equally regardless of a student's major, minor, or concentration. However, students who were lotteried out of a HASS-D this semester are guaranteed placement in a class if it is offered and they choose to enroll.

In addition, the date of registration will not affect a student's chances in the lottery, Davis said. Anyone planning to enroll in more than one HASS-D will need to speak to the class instructors and fill out an enrollment card by hand. However, judging from the distribution....

Activity Funding Unaffected By Finboard Resignations

By Daniel C. Stevenson

Despite the sudden resignation of TEP officers last week, the budget allocation process for student groups remains largely unaffected, according to the UA president and treasurer.

However, the longer term repercussions of the recent conflict between the UA executive officers and the Finboard leadership are still largely unknown.

Former Finboard Chair David J. Kessler '94, Vice Chair Per E. Hans C. Godfrey '93, and UA Treasurer Ranjith A. Chitaley '95, the resignations will leave an "administrative gap" in Finboard.

Hans C. Godfrey '93, UA president, said that "while it was unfortunate that they chose such a time to resign [just before the spring term budget compilation meetings], the effect on the accounts and funding of student groups for the spring term would be negligible. Godfrey continued, saying, "I want to reassure student groups that you will not experience that much inconvenience before the resignations and after." Allocation process continues

At the budget compilation meetings, the Finboard Finance prepares a budget for the allocation of money from the Office of the Dean for Undergraduate Education and Student Affairs to various student groups. The budget is then submitted to the UA Council for modifications....

The Three Musketeers

Details, Page 9

The brothers of Tau Epsilon Phi woke up to paint on the sidewalk in front of their house on Commonwealth Avenue Saturday morning.

The community's response to the events of last Friday: "Intruders forced their way into TEP, damaging the frame of the basement door. In the house's first-floor kitchen, they splattered a toxic mixture across the counters, poured a noxious, rotting food substance that induced a gag reflex in many brothers. Further acts included defacing the tires of cars in the back lot, minor theft, and leaving a bag of insects in the sink.

"The perpetrators also left a 22-by-5-foot message on the sidewalk in front of TEP stating, 'TO TEP - TEP, Page 15

The record-setting 78°F (26°C) weather drew a lunch crowd to the steps of the Student Center yesterday.
In a double-reverse that may leave Russia's already bemused vot- ers reeling in confusion, President Boris N. Yeltsin said Monday that the final decision about the timing of the country's next presidential election would be his to make. Yeltsin won handily - and would have a second opportunity to pass judgment on him in a referendum in April - during a few hours of sol- itude at his lakeside retreat. “This is where he came from,” said Yeltsin, referring to the vote on the trade pact he had championed. It was clear that for many—perhaps most—Yeltsin's party and the Communist bloc would lose until the last moment—if not beyond. As he announced his decision Monday to support the trade agree- ment, Yeltsin - a Republican who was previously in favor of it - said he had listened carefully to the arguments for and against it by labor and environmental leaders, who have “all his name over the years for their socially and environmentally protective.”

But in a decision that could cost thousands of job losses, he said, it seemed that the best hope was “the vision: that our nation's economy will die if we don't make NAFTA work.”

The former President Carter had a second opportunity in his district. But not to vote, and thus to support the trade pact. “I've been told I could neither vote no on NAFTA, nor support your price, but it's too high a price, you can't trade a very important, he confided to a constituent at the rally.

Yeltsin was chatted up by a group of longshoremen from his district, but others did not share that conviction. As he announced his decision, administration officials had hinted that $16 million of NAFTA-related trade in his district might be made "an exception to this whole Na- tope bridge in his district might be made.

But this "wouldn't have much impact on this operation on which his political decision is contingent." Because, according to按钮，the trade agreement.

"We don't have a perfect choice. It's not possible to know for certain what the outcome will be. We are going to have a very close call," she said. "It's a lot harder to vote than it is to have a vote. It's very difficult. It's a very difficult decision."

U.S. Steel Reinforces As Strike Stifles NortAFT

By Delia Ojeda

In the waning days of U.S. inter- vention in Somalia, Army Maj. Gen. Thomas Minchow, the General in- command of the United Nations forces in the south of New England will develop by late Wednesday, continuing for a better part of the coming week. Monday: Mostly sunny and noticeably cooler. Northwestern winds will continue to ease throughout the day. Seasonable high of 54°F (12°C).

As thousands of reinforcements poured into Mogadishu during the past two weeks, the streets, shops, and hotels in the south of New England will develop by late Wednesday, continuing for a better part of the coming week. Monday: Mostly sunny and noticeably cooler. Northwestern winds will continue to ease throughout the day. Seasonable high of 54°F (12°C).

Night high near 40°F (4°C).

Wednesday night: Becoming cloudy and damp with some light sprinkles developing. Low around 44°F (7°C).

Thursday: Mostly cloudy with a chance of rain. Highs in low 50s (10-12°C).
**TCI Memo Called for Price Hikes, Blaming Washington**

By Paul Fath

**WASHINGTON POST**

The nation's largest cable TV company urged its managers to "take advantage" of a new federal law and raise their prices — and then lay the blame on Washington.

A top executive of Denver-based Tele-Communications Inc. (TCI), which serves the District of Columbia and has 10.4 million subscribers nationwide, outlined the company's policy in an internal memo, according to a copy obtained by The Washington Post. The memo was dated Aug. 20, 11 days before new cable rate rules took effect.

Barry Marshall, chief operating officer of a TCI subsidiary, instructed system managers and division vice presidents in his memo to raise rates for various "transaction" services, such as customer-service calls, VCR hookups and cable hookups. TCI had provided these services free or at nominal cost.

"We have to have discipline," wrote Marshall. "... We cannot be dissuaded (sic) from the charges simply because customers object. It will take awhile, but they'll get used to it.

"The best news of all," added Marshall, "is that we can blame it on regulation and the government now. Let's take advantage of it!" Both cable companies and the Federal Communications Commission have come under fire in recent weeks in the wake of new cable TV price rules that went into effect Sept. 1. Although tested as a way to bring down the rising cost of cable TV, the new rules written by the FCC have in some cases had the opposite effect. Many cable operators have raised charges for their services, leading to complaints that the FCC left "loopholes" in its rules.

The cable industry also has criticized the new rules, saying that they pose an onerous regulatory burden that will cut deeply into industry revenues. During the congressional debate last year, TCI and its chief executive, John Malone, were among the staunchest opponents of the bill. In recent months, however, the company has moderated its tone, saying publicly that it is actively working to accommodate all of the regulatory changes.

TCI's Marshall did not back away from his memo Monday. "My message to my people is that there are new rules, new economies in this business. There are things that we have not charged for that we can, and we should start making sure we have the discipline to charge for them."
Editorial

Although its length may seem intimidating, the guide begins with a table that identifies all the people at MIT who deal with harassment and outlines the procedures they can offer. This comprehensive listing can only make it easier for victims of harassment to find help.

The guide recognizes that there are many forms of harassment that should be addressed, but do not warrant a formal grievance. Lengthy sections describe preventative measures to be taken before an investigation begins, and note that the existence of between individuals involved. Procedures for formal grievances are also explained in great detail.

Unfortunately, for the guide sidesteps some important issues. It correctly explains that there is a wide range of ambiguous behavior that will offend some people but not others, and it offers many approaches for victims and complaint handlers to take, but it does not discuss in any depth the generally clear and unambiguous.

Despite some caveats on freedom of speech, Dealing with Harassment at MIT is a step forward for the handling of harassment. Its clear delineation of procedures and resources for stopping and preventing harassment should prove useful to victims of harassment and the entire community.

Letters To The Editor

MIT Should Investigate Tewhey's Charges

The Tech received this letter, addressed to the MIT community.

On April 20, 1993, the Provost of MIT, Dr. William W. Wrighton, demanded that I resign from my position as associate dean for residence and campus life. Wrighton also acknowledged that I had raised a male, engaged in the same type of behavior at MIT as had been described by Kathie Nolan in her June 1993 article. On June 15, Kathie Nolan resigned from her position as an MIT employee. In February of 1993, my supervisor reported another incident of sexual harassment to the Personnel Office. In October of 1993, I received a letter from Nolan informing me that she had filed a formal grievance and that she had been asked to resign from my position. On January 12, 1994, packets of inaccurate and inflammatory information were received by several faculty and students. On October 10, 1992, during that meeting, my supervisor and colleagues asked me to resign from my position on the basis of a false allegation that I had made or was involved in. The second provost's letter to me also added that the MIT community would undertake an investigation of the charges made by Nolan. On April 17, 1993, packets of inaccurate and inflammatory information were received by several faculty and students. On October 10, 1992, during that meeting, my supervisor and colleagues asked me to resign from my position on the basis of a false allegation that I had made or was involved in. The second provost's letter to me also added that the MIT community would undertake an investigation of the charges made by Nolan. On April 17, 1993, packets of inaccurate and inflammatory information were received by several faculty and students. On October 10, 1992, during that meeting, my supervisor and colleagues asked me to resign from my position on the basis of a false allegation that I had made or was involved in. The second provost's letter to me also added that the MIT community would undertake an investigation of the charges made by Nolan. 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campus newspapers: The Tech, The Thistle and Counterpoint. Though it is debatable whether or not this action was wrong or illegal, we feel in hindsight that there may have been more appropriate ways of dealing with our concerns.

We deeply regret any harm or anxiety which this has caused student groups; this was completely unintentional. We believe the Bush Fund to be very different than all of the other student accounts, which are private. This question is not debatable, and we are very sorry for any agitation the publishing of the Bush Fund caused. Neither side of this debate about the privacy of the Bush Fund believes the student activity accounts to be public. We have spent many hours working to help fund student groups, and we would never intend to cause any harm to student groups.

We honestly believe that what we did was not morally wrong, but it is questionable if it was wise or appropriately implemented. Our motivations behind releasing the Bush Fund transactions were to open debate on what, the students, the constituents of the UA, think the money should be spent on. What the Bush Fund was spent on is in no way illegal or illegitimate. There are extremely good arguments for spending this fund on personal expenses as compensation for the amount of work done by the UA president. On the other hand, there are arguments against spending the money in that fashion. Because there are two sides to this complicated coin, we hoped their relative weight would settle the issue. We are very pleased that people have written their opinions on the discretionary fund to The Tech. This is exactly what we hoped would happen. Our expectation, when we released this information, was to have it become an election issue for this spring. We gave out the information now so students could have time to think about the issue and debate it. It is our hope that someone will ask of each candidate how they would handle the Bush Fund?

The other major reason for our resignation is that we believe our presence on the Finance Board makes it very difficult to have a constructive relationship with the UA executive officers. These problems have existed for the duration of our tenure and have put us in a very defensive position. It is our belief that their coordinated attempt to undermine the effectiveness of the Finance Board has jeopardized the efficient allocation of money to student activities. This is partly because of a serious break-down in communication between the UA Executive Committee and the U.A. Finance Board. Some of this break-down is obviously our fault. Rather than seeing the Finance Board as a tool, we are giving up our positions. It is our belief that the Finance Board, during our collective years on it, has done a great deal of work for student activities. The UA, in our belief, is only hurting itself by crippling such a productive part of student government.

We are extremely sorry for hurting the UA government; that was not the motivation behind our actions. It was not our purpose to malign Hans C. Godfrey '93 nor any other person. We realize our actions had these side effects, and we are horrified.

David J. Kessler '94
Finance Board Chair
Per E. Juvkam-Wold '94
Vice President
James T. Kirley Jr. G
Secretary

Administration
Reduction Necessary

Is it really necessary to lay off a single full time professor to reduce Institute headcount by 400? According to the Planning Office's MIT Factbook, in 1969, MIT employed 692 faculty and 622 administrators. By 1989, the ranks of administrators had doubled to 1,271 despite the fact that faculty headcount was practically unchanged at 988.

How could we get by with only 800 administrators? The first reductions would be in the ranks of professors. This would reduce Institute headcount by 1,000 in an effort to reduce the number of administrators.

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Harassment Guide
Misguided in Scope

Those of us who are greatly concerned about free speech and harassment on campus find it ironic and sad that some fellow students, faculty, and staff insist on pitting free speech rights against concerns over various forms of harassment. There is, in fact, no fundamental conflict between these two serious issues. A clear, definite, and hard policy on true forms of harassment would allow the Institute to concentrate all of its limited resources on preventing violations. Instead, we have a dangerously broad and hopelessly shallow policy that both jeopardizes freedom of expression, and relies too heavily on the arbitrary interpretations of individual complaint handlers to be effective in curtailing severe cases of harassment.

Yet, in a recent letter to the editor, "Harassment Guide is a Valuable Reference," Nov. 12, Albert L. Hsiu '96 and Per E. Juvkam-Wold '94 have obviously read neither The Tech article "Protestors Burn Harassment Book," Nov. 2) nor the harassment guide very carefully because they persist in viewing the issues in the simplistic terms of free speech versus harassment. Hsiu and Juvkam-Wold wrote that some "were worried that the guide..."
Letters, from Page 5

wouldn't go far enough in dealing with [harmful], whereas those concerned about free speech were worried that the guideline goes too far in protecting people from harassment that it endangers the rights of others. People who are concerned about free speech are in fact worried that the guidebook goes so far in endangering the rights of others that it can't possibly protect people from harassment.

The guide lumps telling offensive jokes with physical assault or being threatened with physical assault, making test (p. 18). The insinuation is clear that this is harassment because they do not understand why the administration does not understand the seriousness of the activity going on, or prefers to pluck the concerns of harassment victims rather than truly address them. Indeed, a policy harsh and definitive in true order to really do anything about one we must be stripped, what held up under scrutiny. You come out stronger and better able to assert yourself. That's not harassment, it's self-defense! The saddest part of all of this is, here real people have to be afraid of you. Don't make us pay them by demanding a loss of freedom that will confuse the issue and won't even help them in the first place. As the saying goes, "Those who would sacrifice liberty for security will lose both, and deserve neither."

In summary, if NAFTA is defeated on Nov. 17, Susan Leite's greatest fears, as expressed in her letter, will come true because Mexico will go back to the old politics she so much fears. NAFTA, on the other hand, will make Mexico a vehicul for democracy, human rights, trade, United States-Mexico relations, and the environment.

Roberto Ordazb, '94

NAFTA Proposal Is
The Appropriate One

In her letter ("NAFTA Proposal Not the Appropriate One," Nov. 9, Susan Leite expressed her concern that under the North American Free Trade Agreement, Mexico's environmental laws would allow U.S. companies to pollute for profit. She did not acknowledge, however, that in the last two years, Mexico has made two strong steps toward improving its environmental standards. The environmental provisions in NAFTA ought to be a model for future trade agreements.

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We have a suggestion: the GRE/CBLS Forum on Graduate Education. Where do you go from here?

BOSTON
Westin Copley Place
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April 14-Friday, April 20, 1993
Registration begins at 8 a.m.

Ask representatives of graduate schools about their programs and application forms. In addition, you can attend special workshops on various graduate disciplines, study skills and test prep for the GRE exam. There are also workshops for minorities and returning students.

Best of all, the admission fee is only $5, which makes the GRE forum the smart place to go.

For more information call (609) 951-1562.

Individuals who are hearing impaired and wish to request an interpreter should call 951-1562.

Letters To The Editor

November 16, 1993

Page 6 THE TECH
While Captain and Mates Squabble, UA Ship Set Adrift

Column by Anders Hove

"What we were expecting to do, we are going to do, and let others wail in Watertown," announced Dr. Press in Richardson hall, summer of 1973. That was long before the "smoking gun" that would come in 1978.

Compare Nixon's remarks with those of Undergraduate Association President Hans C. Godfrey. After a visit to the New York World Cruise Ships Now Hiring exhibit, Godfrey and student-union president Robert R. "Bob" West ('83) Fund, forget about the budgets. I don't think there's any need for Godfrey to start something for the students.

But the UA refused to forget. Instead of doing what many UA members, including Godfrey and UA Treasurer Rajakshi Chitaley went on a two-day shopping spree and finally closed the church before their parents do. The main source of entertainment for these children is the "idiot box" that is filled with sex, violence, commercials, children's programs and movies. The action taken by the UA Executive Committee to fine Howard Stern was not a violation of his constitutional rights. For this reason, the recent move by the FCC to fine Stern is not a violation of his constitutional rights. But as a student present that evening (who later screamed so furiously at Kessler that, according to Douglas DeCote '97, the students "began to pull off my neck at one point. I had to reach back and actually wipe off the saliva." What type of weddings was this? That Chitaley lost his mind?

Nevertheless, Kessler is a human being. He believed that removing the public details of the Bush Fund would serve the public interest. He made a mistake, he admitted it, he has apologized, and now he has resigned.

This having been said, it is hardly difficult to understand why Kessler chose the course he took. Kessler and Chitaley detest each other. Members of Finboard found dealing with the UA accomplished two things: They nearly ruined the life of Finboard Chair David J. Kessler '94, and they destroyed that credibility the UA still had as a forum for student issues.

Like many Americans with Nixon just after Watergate, UA members, including Godfrey and the UA the benefit of the doubt on this one. True, there was no reason to keep the Bush fund secret, but Godfrey said as much in his interview with The Tech. Nor do I object to the way Godfrey spent his money. What's more, Kessler's tactics as releasing speakys may have been private information were lampooned.

Stevenson Has'Too Much Faith in Parents' Control of TV

A case that involved the FCC in the late 70's, the Supreme Court ruled that it was constitu-
tional to subject to government control the airwaves. For this reason, the recent move by the FCC to fine Stern is not a violation of his constitutional rights. But as a student present that evening (who later screamed so furiously at Kessler that, according to Douglas DeCote '97, the students "began to pull off my neck at one point. I had to reach back and actually wipe off the saliva." What type of weddings was this? That Chitaley lost his mind?

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Stevenson Has'Too Much Faith in Parents' Control of TV

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THE THREE MUSKETEERS

By Patrick Mahoney

Three Musketeers balances comedy and action. Cast and charm abound in The Three Musketeers, Walt Disney's newest release. The star studded cast, including: Charlie Sheen, Kiefer Sutherland, Chris O'Donnell, Oliver Platt, Tim Curry, and Rebecca De Mornay, work to bring excitement, action and humor to the screen.

The story is set in France, and begins with D'Artagnan (O'Donnell) setting out for Paris to become a musketeer. Just like his father had been. Only when he gets there he finds out that the musketeers have been disbanded by Cardinal Richelieu (Curry) who seeks to steal the throne from the king. D'Artagnan soon stumbles upon the last three musketeers who refuse to resign their commission (Sheen, Sutherland, and Platt). The four of them refuse to resign their commission and resist the king's will. They were well choreographed and excite to watch. But I don't think that they were the main focus of the movie, which is good. Much more attention was paid to the characters and to their interactions. The fight scenes were used as a means to support the story as opposed to their being used simply for their own good. On the whole I found The Three Musketeers very entertaining, so much so that I plan to go see it again.

Athos (Kiefer Sutherland), Aramis (Charlie Sheen), D'Artagnan (Chris O'Donnell), and Porthos (Oliver Platt) unite in The Three Musketeers.
The Musical Theater Guild’s production of the tragic musical West Side Story is very impressive. This is a hard show, yet it comes off very well. The acting, the singing, and especially the dancing are excellent.

West Side Story is the musical version of Shakespeare’s Romeo and Juliet. Instead of the Montagues and the Capulets, though, it is the Americans and the immigrant Puerto Ricans who are at odds. (This is vaguely appropriate, considering the verse.) Tony (Jonathan Hardy ’95) and Maria (Gina Marisol Marquez ’97) are the young lovers of opposed camps. They fall in love, much to the dismay of Riff (Bruce Applegate ’94) and Bernardo (Jose O. Velez ’92) who respectively lead the American and Puerto Rican gangs. All ends in tragedy, of course, in a plot that closely mimics the classic Shakespeare love story.

The most striking aspect of this production is the dancing. The stage is set up so that a large dance floor extends the length of the Sala with seating on three sides. This accommodates the dancing perfectly. It allows the large-scale dance scenes that were intended and gives a wonderful view to all members of the audience. Much of the choreography is borrowed from the original production (director and choreographer Jerome Robbins), and the dancers perform wonderfully. From the ballet to the jitterbugging, the graceful enthusiasm of the dancers is a delight to watch.

Unfortunately, the set which works so well with the dancing makes problems for the singing. Songs sung on the floor in the middle can only be sung at part of the audience, the majority of which is always either behind or to the side of the singer. When this is combined with the fact that none of the cast has a particularly powerful voice, some of the majesty of the music is lost. Marquez is particularly faint (despite the use of a microphone), and her voice is often lost in the pit orchestra or drowned out when singing in duets. Despite this shortcoming, everyone sings with such amazing clarity that no line is lost to any member of the audience.

As actors, the troupe is great at comedy but woefully bad at tragedy. The humorous lines were delivered wonderfully, and acted just as well. Riff is appropriately riled as a motivated immigrant with a chip on his shoulder. Tony very believably falls in love as he sings Maria, his eyes alone expressing the depth of his feeling.

On the flip side, none of the cast portrayed anger or grief at all believably. Anika (Grace Elson Col) at thought for all of the performance, seems only indifferent when she learns of her boyfriend Bernardo’s murder. Marquez is particularly weak in her part. Marquez is not up to the challenge of the part of Maria, who must segue from passionate love to intense grief at unbridled anger in the course of one act. Though she has a wonderful singing voice, she had only one facial expression for the whole performance which was simply not adequate.

Overall, this is a dynamic production with a lot of energy. It is very entertaining from the dancing to Bernstein’s wonderful music (which the pit orchestra handles excellently). Though perhaps not the exact artistic production of the tragic musical, it is none the less fun.
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The meeting, however, was postponed entirely on Sunday, though without a quorum. Several members, including Chitaley, were absent from the meeting.

Chitaley said that the recommendations from the snuffball meeting would either be passed directly on to the UA Council or made into formal recommendations by an official meeting of Finboard. The nominations committee is currently working on filling the vacant positions, according to Chitaley.

Future relations uncertain

It remains unclear, however, if the problems have been adequately resolved or if the UA Council will continue to come into conflict. Kessler said that out of the conflict between the two organizations was the result of personal problems or differences between Dave Kessler and various members of the UA executive committee.

Kessler said that it is possible for the UA officers and Finboard to work together, but when dealing with funding for student groups, Ritvo stated.

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Guide Addresses Harassment from Four Perspectives

Harassment, from Page 1

The book includes a fold-out table of contents that lists the policies and standards; a quick guide for reporting complaints, along with more detailed information on the complainant’s options; and a glossary for terms unfamiliar to students (the person named as the victim is referred to as the complainant or the bystander).

In addition, the appendix contains the regulations of the General Education Board and the Office of Residence and Campus Activities handles formal hearings.

"The guide is actually not about a policy; it's primarily about procedures," Keyser said. "It's a response to people who wanted the procedures for dealing with harassment that have been redefined, he said.

"What is unique about the guide is that it talks about harassment from the point of view of the four people involved: the complainant, the respondent, the bystander, and the bystander," he said.

This is one reason why the guide is so long, he added.

General response to the guide

Keyser thinks it is too earlier to gauge the impact of the guide on the community since the guide has been out for a short time. But he said he was excited about the Ad Hoc Committee Against Harassment and Violence that had been formed to look at the issue after the guide was printed in The Tech.

"One of the issues people are raising is whether the guide defines the definition of harassment," Keyser said. "In the case of a sexual harassment case, which was written by Justice Sandra Day O’Connor, there is an almost identical definition of harassment that cannot be mathematically proved. It has to be determined with each individual case," he explained.

Rachel Widem ‘94 said she does not see vagueness as a problem because she has not seen a better alternative.

The Ad Hoc Committee Against Harassment and Violence consists of staff and students, expressed some concerns about the guide, according to correspondence with the editors.

The committee feels that it does not clearly define what

in and is not harassment and that it does not set up the procedure of how to do this. The committee is aware of the standards this person uses. The committee also believes that there should be more support for people making harassment charges.

"I think we would be happy with a policy that was more narrow in its statement and broader in its enforcement," Hofmeister said. "Right now we have a broad definition and very limited enforcement.

The guide is "One for what it does" to the system, Widom said. However, the system is "incredibly confusing and messed up," she said. Compared to a place of spaghetti and gave the fold-out table as an example of the system’s confusion.

Freedom of speech violated?

 Freedon of speech and freedom of writing to the right of a cognitive working environment are the heart of the harassment issue, Keyser said.

About 20 students gathered at Senior House on the day of the guide’s release to burn their copies in protest of what they viewed to be the guide’s infringement of freedom of speech. They were upset by a page 18 on the page of the book.

"Freedom of expression is essential to the mission of a university. So it is freedom from unreasonable statement that is important. It is important to do what we can to avoid placating things in order to avoid complaints," said Robert Kurtz of the Personnel Affairs.

Keyser agreed that it may be possible for a harassment charge to exist in different situations depending on which option the complainant chooses. But all the complainant handlers have the similar goal in making it possible for people to work in the most productive fashion possible for the victim to win and learn and be educated," he said.

The inability of the Institute to record harassment cases at one centralized location was also found to be a problem that would be solved by a multi-access system.

The issue of whether certain issues on campus, such as the poster policy, have not generated the “same kind of nexus,” she said.

Centralized or decentralized

Keyser provided two reasons why the Institute has a decentralized system for dealing with harassment complaints. "The multi-access, multi-option system provides the greatest kind of flexibility for a complainant — if one particular avenue fails, there are still others," he said.

The second reason is that with a centralized option, “you are putting an awful lot of power in the hands of a small group of people,” he said. If the office does not meet the needs of a complainant or a set of complainants, then the system is "stymied," he said.

However, because the system is decentralized, "There’s not a good way to make sure cases are dealt with consistently," Widom said. Not all of the complaint-handlers are trained to deal with those issues, she said. But if there was a more centralized office, it could coordinate training people to deal with harassment, she added.

The idea of flexibility is a good one, but in reality there aren’t many options now," Widom said. Furthermore, she said, a structured board to review a centralized office to deal with harassment, "You could have a system of checks and balances," she said.

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Furthermore, there are records in the provost’s office, but who has access to them, Hofmeister asked. Records are kept of procedures of formal complaints but not of informal complaints, according to the guide. The Office of the Provost keeps a record of formal complaints against employees, the COD, and the Office of the Dean for Undergraduate Education and Student Affairs keeps records of formal complaints, and the Campus Police keep separate records of complaints brought to them. The special assistants to the president, who only handle informal complaints, keep statistics as well.

Length of an issue

Some critics have said that the guide is too long. But, "in earlier versions of the book people were curious of their own options and the options of the other people involved," Keyser said. By including the perspectives of the four involved parties, "It was hard to keep the volume short," he said.

There is a three-page "Quick Guide" in the front of the book, which gives a short description of the available options, he said. The guide was not uproved by the length of the book. Still, the guide "gives you an idea of the obvious — the direct approach is something we’re all aware of;" he said. The manual combines "how to have face-to-face human relations with how harassment complaints will be processed," he said.

"My personal hope is that the community will give this system a chance to work," Keyser said. "In a certain sense, we see in a fortunate position because all of the parties in our community share the same goal, and what we are really arguing about is the way to achieve it," he said. This problem is easier to solve than if we had different goals, he said.

Other people who contributed to the guide included: Associate Dean of the Graduate School Isaac M. Colbert, Associate Dean for Residence Life and Campus Activities Andrew M. Eisenmann ’75, Margaret A. Gray of the Personnel Office, Assistant Dean for Residence and Campus Activities Mary E. Ni 84, and Mary P. Rowe, special assistant to the president.

In addition to the guide, a training video for complaint handlers was developed. The video consists of a three-hour session where institu- 
tion complaint handlers discuss how to deal with complaints that arise.

Hofmeister wanted to use the length of the video for discussing the kinds of issues that might arise when someone brings a complaint, Keyser said.

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Fraternities Discuss Reparations

TEP, from Page 1

33 NERDS + 1 QUEER. This parallels the traditional marking on the Harvard Bridge: "TO MIT = 364.4 SMOOTS + 1 EAR."

The conflict began when several members of TEP painted over the Smoot marks on the Harvard Bridge on Oct. 19, Nigam said. "With purple paint, they added smiley faces to the 'O's, polka dots to the letters, and several naive references to the number 22. About 10 members of LCA confronted the TEP's on the bridge and escorted them back to TEP."

Mehendale said that when he asked TEP to clean the bridge, "(Nigam) said that he would try to get people to get out to clean up the bridge that night."

"Mehendale repeated his request on Oct. 20, but "TEP responded with no actions of consequence and heard no further from either LCA or the police," Nigam continued.

Although the Smoot marks still have not been restored, LCA decided it was "not big enough a deal to go to the police," Mehendale said.

"We feel that because of the obvious parallels between the vandalism on our sidewalk and the Smoot marks, the crimes committed were somehow related to the bridge hack. We are outraged that people violated the sanctity of our home and committed a felony in response to a good-natured hack on public property."

Mehendale said, "I would view this as a direct result of that [hack], but not necessarily of that one time." The Smoots have been vandalized before.

LCA has the sole responsibility to re-paint the Smoot markings each year, according to Mehendale.

Reparations being discussed

Mehendale apologized for the incident in a statement released saying, "Lambda Chi Alpha does not condone the use of malicious vandalism as a means of retribution. The acts carried out against Tau Epsilon Phi were carried out by a few individuals and not as a house. These individuals sincerely apologize for their actions and any grievance that their actions may have caused the members of Tau Epsilon Phi and the MIT community."

"Basically it looks like we’re going to resolve it without having any formal charges pressed," Nigam said. "We feel that this was a good lesson. We also understand that the Lambda Chi Alphas take the Smoot marks very seriously."

The two parties are still working on the details of the agreement and expect to be done by Thursday, Nigam said. Most of the discussion concerns monetary retribution, both for the damage and labor for cleaning TEP’s house—which Nigam estimates at $800—and for the re-painting of the Smoots.

Both presidents met with Neal H. Dorow, assistant dean for fraternities, sororities, and independent living groups, yesterday afternoon.

"The presidents of both fraternities have met and appear to be working toward an agreement and resolution that may not require any further action on the part of the [Interfraternity Council] or the Dean's Office regarding this," Dorow said.

"Both instances were on an individual level," Mehendale said. "I do think that it’s unfair that both houses have had to take responsibility for the actions of a few individuals, but I think that both houses were willing to do so."

Mehendale continued, "I can’t personally comment on what the individuals had in mind," but he feels that LCA has been unfairly portrayed as a hornophobic house, referring to the message "TO TEP = 33 NERDS + 1 QUEER."

"TEP is proud that all 34 members of their house are nerds, regardless of their sexual orientation," Nigam said.

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