**MIT: no bias against gays**

To the Editor:

Recently, members of the MIT community were shocked by an article involving members of an MIT fraternity. The incident included accusations that threatened the security and peace of mind of the gay community, both on and off campus.

We are concerned that persons affiliated with MIT, and to make clear to the community at large, that MIT does not condone in any way discrimination based on sexual preference. In the Institute's policies and procedures, it is clearly stated that 'Sexual orientation is not taken into account in admissions, employment, promotion, compensation, or termination.'

Beyond this clear statement of our policy we want to emphasize that actions taken, even if intended to promote human rights, will be seen as interfering with the rights of this community will not be tolerated.

MIT is a community made rich by the many streams of humanity that flow together for the enrichment of all. We are all lessened when a part of the community is forced to endure the pain of discrimination.

Shirley M. McKay
Dean for Student Affairs

---

**Learning to be sensitive**

To the Editor:

I was greatly disturbed by the article in the March 17th issue of *The Tech* entitled, "MIT seeks to boost minority faculty." MIT's attempts to expand its "affirmative action" programs are unfortunately representative of such attempts to invoke these programs across the nation.

"Affirmative action" plans are inherently absurd because the very purpose for which they were supposedly designed — the elimination of racial and sexual discrimination — is exactly what the use of such plans accomplish.

The day of any intelligent employer is to hire those job applicants who are most qualified for their prospective positions. If the employer discriminates either against or in favor of an applicant because of his race or sex, he is failing to carry out his job and, consequently, the efficiency and productivity of his firm, business, organization, or educational institution will suffer. This is true whether the discrimination is spawned by some unformed prejudice of the employer, or whether the employer is forced to discriminate against him because of government regulations or "affirmative action" programs.

This problem is now arising here at MIT. I was disturbed to learn that "the current faculty hiring policy demands that 'an adequate search for a minority to fill the position must be made before the position can be offered.'" Such a policy damages the incentive of qualified non-minority applicants for faculty positions. We MIT students spend a great deal of money for our educations because we feel that MIT provides us with one of the best undergraduate education experiences.

I would wish to see the quality of such an education impaired by the inefficient and unjust hiring policies dictated by "affirmative action" programs.

Instead of playing games with people's futures by attempting to counter discrimination with reverse discrimination, let's just work and eliminate all forms of discrimination, both intentional and accidental.

Tom Fantozzi '84