

## LOCAL

# Hiring policy to prohibit sexual orientation discrimination

By JENNIFER DICKENS

Assistant City Editor

Carrboro may amend its employment policy to include prohibiting discrimination based on sexual orientation in response to an alderman's request.

The board had been aware for some time that the town's policy needed the clause, but it had yet to be mentioned, Alderman Jacquelyn Gist said.

The present employment policy within the town code says hiring must be based on merit qualifications, without regard to sex, age, race, color, religion, national origin or handicap. It does not prohibit discrimination in hiring based on sexual preference.

"Carrboro planned on dealing with the issue in the near future," she said. "Bringing it up was no great move on my part. I just brought it up because it was going to be brought up anyway."

Town Manager Robert Morgan said the clause had not been included because it had not been an issue in the past.

"It has never been brought up to be considered," Morgan said.

Gist said a possible change in the present policy would be a response to standard personnel policy, not to complaints.

"(Discrimination based on sexual orientation) has never, in the 15 years that I have lived in Carrboro, been an

issue that has affected an individual," Gist said. "Because nothing bad has ever happened, it hasn't been considered."

In effect, no amendment has been added to this section of the town code in years, Morgan said. "At least not in the last six years that I've been here."

He attributed this fact to the timeliness of the issue. "The issue is recent," he said. "Sexual preference is a new concern."

Gist said the subject had come before the board because of an agreement Carrboro had made with Durham and Chapel Hill. The three entities made the agreement to govern federal transpor-

tation funds, she said.

"Chapel Hill has a law, and Durham has a policy prohibiting discrimination based on sexual preference in hiring," she said. "And I thought it was our responsibility in entering an agreement with them to include such a clause."

The board voted 6-1 Tuesday night to include the clause in the town's transportation agreement. Alderman Tom Gurganus voted against inclusion.

Gurganus declined to comment on his vote.

Gist said she wanted to point out that anyone who would vote against adding the clause to the town's overall em-

ployment policy in the future is not necessarily voting against a group of people.

"They would not be voting against people who are gay and lesbian," she said. "But they would be voting against what they would see as government interference."

Gurganus said in response, "She's entitled to her opinion."

Gist said the clause needed to be added to the present policy in order to comfort both present and future gay and lesbian town employees.

"We need to make present employees feel like no one's going to bother

them," she said. "Even though nothing ever has happened, we want to guarantee them nothing ever will."

"We also want to make those considering applying for a job with the town more comfortable about doing so," Gist said.

There is no record of Carrboro discriminating in hiring on the basis of sexual orientation, she said. "But it is important to have it in writing."

Gist said that she expected the decision to appear on the agenda within the next quarter and that she was hopeful that the clause would be adopted to Carrboro's employment policy.

## Students, staff concerned over Native American aid

By ALISA DeMAO

Staff Writer

University students and employees expressed concern Monday night at a Carolina Indian Circle presentation that a proposed federal bill to decentralize aid to the Native American population would be more harmful than beneficial.

During a discussion led by J.T. Garrett, deputy director of the N.C. Commission of Indian Affairs, participants talked about what some saw as one more step in a continuing trend toward abdication of responsibility by the U.S. government.

The federal bill, which would probably decrease the amount of money Native Americans receive for services such as health care and education, would inadequately replace the government's responsibility to Native Americans, Garrett said. The government's responsibility developed from treaties with tribes following their displacement and persecution.

Archie Ervin, assistant to the vice chancellor of University Affairs, said, "Where the money can't be made up, the conclusion is very simple and very mean. It says perish."

The New Federalism for American Indians Act of 1990, a bill developed in response to a U.S. Senate special committee investigation of services provided to Native Americans, would take money currently distributed through administrative agencies and give the money directly to tribal organizations.

The bill is a step forward in some

respects, Garrett said. In the bill, the U.S. government is finally taking official notice of its mistreatment and mismanagement of Native Americans and recognizing the need to turn responsibility over to tribes, he said.

"The government is saying, 'yes, we've mismanaged this, yes, that was done inefficiently ... So now we can't do the job, and we're going to turn it over to you,'" Garrett said.

But several problems exist with this solution, he said.

"The tribes are not ready," Garrett said. "They're not organized or structured enough. They don't have the manpower to be responsible for administering the money."

"... How many of the tribal organizations could do that now? If all of a sudden you had to do your own health care and all the things the government does, what would you do?"

Forty percent of the money a small tribal organization receives would go toward setting up administration of the funds, he said. This expense is not a factor now and would decrease the amount available per individual for services like health care and education.

The funds distributed to the tribal organizations would come under the same scrutiny as other federally distributed funds, Garrett said.

The government is unwilling to turn over federal positions and federal funds to the tribes, he said. "If we're going to actually negotiate, let's negotiate. Let's throw everything out on the table."

## Search to begin for second county landfill site

By SAMANTHA GOWEN

Staff Writer

Chapel Hill, Carrboro and Orange County expect to find a new landfill site within one year to replace the existing location on Eubanks Road in Chapel Hill, officials said Monday.

Public officials estimate the Orange Regional Landfill, opened in 1972, will reach maximum capacity by 1997.

Despite local recycling efforts, garbage continues to accumulate in the landfill, said Gayle Wilson, Chapel Hill solid-waste administrator.

In March the Public Works Department organized a citizens committee to include public interests in the search. In the past 18 months, the 13-member committee screened tracts of land in Orange County based on state and federal regulations.

"The process involves screening out tracts that are not suitable," Wilson said. "By doing this we will hopefully single out a few tracts that will meet our needs."

After the search committee determines two or three potential sites, the selections are sent to the Landfill Owners

Group. LOG members are elected officials: Nancy Preston, Tom Gurganus and Don Willhoit. All three LOG members must agree on one site before it can be approved.

The landfill search, design, approval and creation could take up to eight years, Wilson said. Therefore, it is necessary to begin the procedures now.

"Approving the design plans through the state could take up to three years," Wilson said. "We submit one plan, they return it with comments. This happens not once but many times."

The new landfill will differ from the present landfill, Wilson said. Under new state and federal regulations, it will have both a synthetic and a natural clay liner to protect ground water sources.

The landfill also will include a complete leachate collection and detection system. Leachate is a landfill byproduct, formed by water mixing with decomposing garbage. It will be collected in holding ponds and later taken to a waste treatment center.

The present landfill has no liner, and the leachate forms in a small pond.

Wilson said funds for the Chapel Hill, Carrboro and Orange County cooperative effort would most likely come from a bond issue.

"Costs for this project will be too high for the landfill itself to fund," Wilson said. "The tip fees from dumping the garbage go toward paying our eight employees and maintaining the landfill."

Wilson estimates that construction on the new landfill would cost between \$250,000 and \$400,000 per acre. The landfill will cover 100 acres of a 300-acre tract.

The 18-month search for the landfill was a process that had and always would include the public, he said.

"We are doing everything in our power to make all the information concerning the landfill open to the public," Wilson said.

Wilson has compiled all the data related to the search into a ledger available at the Chapel Hill Public Library.

Increased public awareness toward garbage disposal and recycling has

brought more community involvement in selecting a site, Wilson said. "Many people are now thinking of what they're buying and how they will discard of it," he said.

According to the Windstar EarthPulse Handbook, if all the newspapers in Orange County were recycled, over 3,600 trees per month would be saved. The same study said that Americans consumed an estimated 2.5 million plastic bottles every hour, and that it is typical for a person to use and throw away over 3,500 plastic razors in a lifetime.

Wilson said that in the last three years there was a noticeable but undramatic decrease in the amount of garbage brought to the landfill. Such a decrease in the tonnage deposited at the landfill resulted in increased "tip" fees. A \$20 tip fee is required for every ton of garbage deposited, he said.

The Public Works Department has considered using the land along Eubanks as a passive recreational area once the landfill is closed. The area could be used for hiking and horseback riding.

## Campus Calendar

## TUESDAY

12:30 p.m.: The Office of Child Care Coordinator announces that the first parent support group will meet in the Frank Porter Graham Lounge on the second floor of the Union until 1:30 p.m. Call Betty Boling at 962-1483 for more info.

3 p.m.: Study Abroad will hold an informational session for students interested in our programs in Siena and Bologna, Italy, in 12 Caldwell Hall.

3:30 p.m.: Career Planning and Placement Services will hold Job Hunt 101: Basic information on how to use the UCPS office for seniors and graduate students, in 210 Hanes.

4 p.m.: The Office of International Studies will have a meeting for all International Studies majors

and other interested students, in Toy Lounge (Dey Hall). A faculty panel will discuss graduate school options and application preparation.

4:30 p.m.: Student Health invites women with diabetes to attend a talk on "Having a Healthy Pregnancy with Diabetes," by Dr. Watson Bowes at Student Health Service, second floor, in the Health Education Conference Room. Partners are welcome.

5:30 p.m.: The Juggling Club will meet in 310 Peabody until 9 p.m. Everyone is welcome.

6 p.m.: Students for the Advancement of Race Relations (SARR) will meet in 226 Union. Anyone interested in working on Race Relations Week please attend. All are welcome.

6:30 p.m.: The Black Pre-Professional Health Society will hold a meeting in 220 Union. Dr. Hadzija, associate professor for the UNC School of Pharmacy, and Margaret Campbell, associate professor for the UNC School of Nursing, will discuss admissions and undergrad preparation at their respective schools.

7:30 p.m.: The Student Government Tutoring Program offers free tutoring in ECON 10, STAT 11 & 23, Math 22, 30 & 31, Spanish 1-4 and French 1-4 every Thursday night until 9:30 p.m. Come to third floor Greenlaw.

Sigma Theta Alpha, the coed service fraternity, a division of HOSA, Inc., invites all interested in a health career to come to our meeting in 209 Union. Open to all future health care leaders.

ITEMS OF INTEREST

UCPS announces a resume drop for employers recruiting Jan. 14-18, 1991 to be held today, and employers recruiting Jan. 22-Feb. 1, 1991 to be held on Tuesday, Dec. 4.

Tar Heel Recycling Project announces that the mobile drop-off site for today is behind the dumpster between Davis Library and Hamilton Hall.

The Bicentennial Class Committee wants you to create an original design with an exciting theme for the class of 1990 T-shirt! Turn all designs into the

Student Government Office in Suite C of the Union by Nov. 28. There will be a cash prize for the best design. Call 933-5163 for details.

Carolina Week by Week lovers: Please send in the evaluation form at the back of the calendar to let us know of any changes or additions you would like to see made in the 1991-92 edition.

The Carolina Students' Credit Union is accepting applications for the credit committee. Please come by the CUCU office to pick up an application from 10 a.m.-3 p.m., Monday through Friday, and from 12:30-2 p.m. on Saturday.

PlayMakers Repertory Company will present "The Nutcracker: A Play," Nov. 28-Dec. 22 at the Paul Green Theatre.

The Carolina Union Activities Board Theatre Arts Committee presents William Shakespeare's "Twelfth Night" in the Cabaret Nov. 29-Dec. 2. The play is set in the 1920's. Admission is \$3 for students and \$5 for the public. Call 962-1157 for more info.

## Investment Banking Opportunities at First Boston

First Boston, a special bracket investment banking firm, headquartered in New York, will be recruiting for its financial analyst program. Positions are available in the Investment Banking Department. All Seniors are cordially invited to attend a presentation.

**Presentation:**  
Wednesday, November 28, 1990  
Carolina Inn  
7:00 p.m.

**Interviewing schedule:**  
February 7, 1991

For further information and inquiries, please feel free to contact:

Philip E. Berney  
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(212) 909-3554



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