

Echo News

Complaint tests university's new policy

Sexual harassment from page one

ing, unlike many sexual harassment claimants who change their minds after having time to reconsider.

A date for the hearing was set for Feb. 21. Lewis says that she informed Avent of the date in person and by letter. Avent says that she did not know the date of the hearing until the letter from Lewis reached her on Feb. 17.

"The letter was postmarked in good enough time for me to get it a week before the thing, but I didn't receive it [until four days before the hearing]," Avent says. According to Avent, she received the letter from Williams, who says that, if she remembers correctly, she gave both Avent and Ryan certified letters as soon as she received them.

Lewis says that she was unaware that Williams had initially received Avent's letter. The six-hour hearing, which was closed to the press and the public, was held in Room 149 of the Miller-Morgan Health Building from 2:30 p.m. until 8:30 p.m. The claimant and the accused were allowed to bring one person each as legal counsel. According to the sexual harassment policy, legal counsel may be an attorney, a family member, a friend, an advisor, a minister, or an

advocate of any kind. The counsel are allowed to attend the entire hearing, but not to speak to the panel.

Avent's father attended the hearing, which prevented her from bringing in a teacher whom she had originally asked to be her advocate. "They said it was policy — she couldn't come in," Avent says.

According to Avent, she and Ryan were both allowed unlimited time to address the panel, and to call witnesses to support or refute claims. The procedural policy for hearings also allows for cross-examination of witnesses, but states that legal rules of evidence do not apply.

"It's not a court, that's all that means," says Lewis. "We don't allow objection, overruled, sustained, that sort of thing. It's just an administrative hearing. We try to filter out a whole lot of the hearsay, but we don't always do it. We hear a lot of stuff that a court wouldn't hear for a minute, so we're not as strict as a court of law."

Since most of the incidents described in Avent's letter were not witnessed by anyone, both sides relied mostly on character witnesses, according to Avent. Some of these witnesses were allowed to submit their testimony by letter, she says.

Witnesses who were present, waited outside the hearing room until they were called. The hearing was recorded by a stenographer,

Harassment starts when you say 'Stop'

Sexual harassment is an issue of perception, Lewis says. "Some sexual harassment is subtle," she says. "It just makes you feel uncomfortable for someone to keep saying, 'Hey sugar,' or rubbing on your shoulder. All a person needs to [say] is 'Stop, I don't want you to do it any more.'"

"It depends on the person it's being done to, because actually some people are not offended by that. Others are very offended."

Lewis describes more severe forms of harassment as "the type of harassment that's very blunt. Pinching people on their hiney. Taking advantage of someone or maybe trying to kiss someone against their will.

It all goes back to what it is to the other individual, and how well you know the person."

Lewis has organized a series

of sexual harassment prevention seminars which will take place throughout March and April.

On-campus students will be trained in their dormitories, with schedules made by Residence Directors.

Attorney Adrienne Fox will schedule sessions for law students.

Off-campus students may call 560-6253 to reserve classes which have been scheduled for the Student Union; class times are listed in the policy that was distributed recently to faculty, staff, and students. Faculty and staff members have also been scheduled for training sessions.

Lewis says that a list of campus field representatives will be given to students who attend the seminar. Others may pick one up at the Personnel Office.

she says. According to Avent, some of these people are friends of Ryan's, and others do not believe that Avent's alleged experiences constitute sexual harassment.

Avent is an Incentive Scholar who was recruited to attend NCCU. She says that she may decide to attend North Carolina A&T State University next year, although her falling grades may prevent her from getting a scholarship.

Avent says she plans to pursue the matter further if the chancellor decides in Ryan's favor. "I'm taking it outside the school and hiring a lawyer," she says.

Even if the decision favors her, Avent says she is worried that it may come too late for disciplinary action to be taken against Ryan, who is expected to graduate in May.

Lewis says she is unsure what will be done if a guilty verdict is found after he graduates.

Ryan, who refused to be interviewed for this story, is the president of Kappa Alpha Psi Fraternity Inc., a member of the honor society Alpha Kappa Mu, and vice president of the English honor society Sigma Tau Delta.

According to the policy, the panel must submit its recommendations to the chancellor within 10 working days after the hearing. The chancellor, upon receipt of the panel's findings and a written transcript of the proceedings, has seven days to render his decision.

who will later provide a transcript.

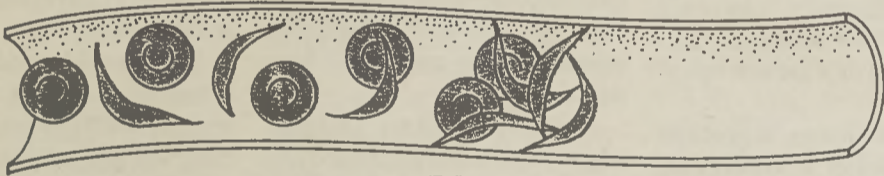
For now, Avent and Ryan are still living in the same dormitory, and Ryan continues to be a senior residence adviser.

Avent says that her academic standing may have suffered because of the case, and that her reputation has taken a beating as

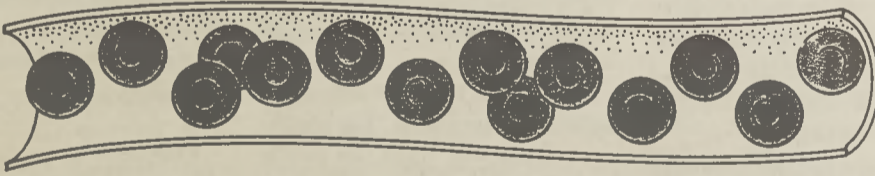
well. "[The case] hasn't done anything but cause problems for me," she says. "My grades are suffering. I went in and out of the hospital with my asthma. I went in a deep state of depression."

Taking a stand has subjected Avent to negative attitudes from other students, male and female,

SICKLE HEMOGLOBIN can stack in rigid rod-like structures to change the shape of the red blood cell. These rigid cells can block blood vessels possibly causing tissue damage and pain.



Doughnut shaped red blood cells in a person with only adult hemoglobin or sickle cell trait flow evenly through blood vessels like this:



Glaxo, Carolina Power & Light contribute to scholarship fund

Echo staff

North Carolina Central University is on its way towards reaching its \$50 million Capital Campaign.

Glaxo, Inc. donated \$25,000, which will be used to fund a \$5,000-scholarship to be awarded this fall and \$20,000 for the university's scholarship endowment fund.

Glaxo's director of Community Affairs and NCCU trustee, Bill Shore, expressed the company's support for education and in the vision and leadership of Chancellor Julius Chambers.

In another development, Carolina Power & Light donated \$30,000 for scholarships.

CP&L board chairman and chief executive officer, Sherwood H. Smith, Jr., urged the university to use the scholarship funds to help deserving students from one or more of the counties the company serves in North Carolina.

A scholarship award of \$5,000 will be given in the 1995-1996 academic year, and \$25,000 will be allocated to the university's scholarship endowment fund.

Blood drive sets goal of 250 pints

By Virginia Richards
Campus Echo Staff

NCCU will be holding its next blood drive on March 28 at the Student Union and 29 at the Health Education Building.

Both days the drive will be held from 9:30 a.m.-3 p.m. and donors can start signing up to give blood as early as 9:15 a.m., said Parrish. Those lined up by 3 p.m. will be able to donate as well.

"In November, our blood drive collected 106 pints," said Dr. Theodore Parrish, dean of the health education college.

"Our goal for this drive is to collect 125 pints each day which would more than meet the goal for this year of 300 pints."

"If we meet our goal we will

surpass the national giving level of 5 percent of the American population. We already surpass the donating pattern of most African-Americans."

At last semester's blood drive, many factors prevented a more successful drive, said Parrish.

Females were turned away because of low iron, which is caused by students not eating properly. Students should remember to eat a nutritious diet at least two weeks prior to the blood drive, said Parrish.

Another factor was students with recent tattoos.

People should keep in mind that donors can not give blood if they have received a tattoo in the last 12 months, said Lynne Brenner,

American Red Cross donor counselor.

"With no idea of the clinical technique used for sterilizing needles at these (tattoo shops) facilities, we have to give a waiting period," said Brenner.

The blood drive is co-sponsored by the American Red Cross and NCCU. This is a university wide cooperative effort between the Health Education Club, Community Service Office, NAACP-NCCU Chapter, Delta Sigma Theta Sorority Inc., and the Physical Education Club, said Parrish.

Shayna Simpson, a volunteer from the Health Education Club, said, "We send the flyers to attract the people and work as greeters at the drive."

HELP WANTED

Women of Color Needed for Study

What: Research study designed to learn about options and obstacles to seeking guidance, help, and support after rape, and to improve community services for rape survivors.

Who: Women of color 18 years of age and older who have experienced rape, attempted rape, and/or sexual assault.

How:

*All information will be guarded with the strictest confidentiality

*Structured interview lasting 2-3 hours

*Follow-up informational (and question/answer small) group with other women of color survivors (1 hour).

Pay: All participants will be reimbursed at a rate of \$15/hour.

CONDUCTED BY:

Carolyn Bass, Social and Health Sciences, Duke University.

If interested, call 919/ 286-5000