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## Committee In Action

# EEO Group Works To End Discrimination



*I THINK THAT I SHALL NEVER SEE . . .*—It all started when one of the trees in front of the Main Entrance Building up and died. The lifeless tree was chopped down and some heavy equipment was called in to pull the huge stump out of the ground. On this balmy day a short while later, the Duke Grounds Department, with the help of a crane, planted a new, healthy young tree. A new tree . . . surely a sign of spring!  
*(photo by Lewis Parrish)*

Discrimination is a word that everyone hears over and over again these days.

But Duke administrators are making sure that no one has a reason to use that word concerning employment practices at the Medical Center and in the University as a whole.

Duke's drive to end discrimination on the basis of race, creed, color, sex, age, or national origin began in July, 1969, with announcement of a Fair Employment Practices Policy. It was strengthened in March, 1970, when the Affirmative Action Plan, the University's program to make equal employment opportunity a reality for everyone, went into effect.

Watching over Duke's month-by-month progress toward this goal is the 19-member Equal Employment Opportunity Committee representing all major sections of the University.

The committee has official responsibility to monitor implementation of the plan to assure that equal opportunities are maintained for all, to review the plan and make recommendations for changes, to report on how it is working to the University president, and to interpret its goals to Duke personnel and to the community.

From the employees' standpoint, the committee is there to counsel with individuals who have complaints which may involve discrimination and to work with employees and University officials in resolving these problems.

"We want each employe to know that EEO committee members are available to help if he feels he is being discriminated against," Richard Bindewald, chairman of the committee, said.

Mr. Bindewald, who is manager of insurance for the University, added that any employe who has a complaint about discrimination can contact any EEO committee member or Ed Bennett,

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