

# Members of Eastern Star honor Broadway

By FELECIA P. McMILLAN  
COMMUNITY CORRESPONDENT

"Sister Broadway has served us for many years as the district deputy of the 30th District, and today we would like to pause and thank her for her many years of service," said Chlores Shore, matron of Bivouac Chapter of the Order of the Eastern Star. Shore served as the mistress of ceremonies for the evening. For the month of June, one of the major projects was to honor Areatha Broadway, who has served for three years in this capacity.

The event was held at the Masonic Hall on 14th Street. Members of the eight chapters that Broadway oversees were in attendance.

The event included a seasonal tea, which used the colors of winter, spring, summer and fall to decorate the long refreshment table following the program. The program consisted of a spirited devotional service, a fashion/talent show and a closing tea. After the event, Chlores Shore presented Broadway with a monetary award sealed in an envelope, which was from all of the represented chapters in the district.

Vergie Collins of Sisters of James H. Young Chapter sang a solo titled "I Want Jesus To Walk With Me."

The audience became very involved as they clapped and stood up to sing with her. Sister Rose Thomas of Beauty of the West shared the scripture from Psalm 121. "I will lift up mine eyes unto the hills, from whence cometh my help. My help cometh from the Lord, which made heaven and earth," she read.

Broadway was elated about the diversity of the program and about her recognition.

"That Vergie can really sing. She was really putting it down," Broadway said. "And the girls looked so nice in their clothes in the fashion show. There were many potential dress ideas for the seasons. I think that this variety in the program attracted more to attend the event."

The fashion show included evening wear, casual fashions, styles for couples to sport together and church attire. Two of the couples who modeled together were Maurice and Kimberly Crocker of Meridian Chapter No. 308 and Preston and Deloris McConnell, also of Meridian Chapter.

Anne Duck, past matron of Beauty of the West, modeled several outfits, casual and church wear. Her striking black suit with a jet black trim brought sighs from the audience.

Christa Epps of Meridian Chapter No. 308 wore a number of stunning hats. Adell Marlin, worthy matron of James H. Young, received oohs and aaahs from the audience as she graced the runway in church and casual attire.

Vincent Wilkins, the nephew of Chlores Shore and scholar-athlete, was a special guest model for the show. He mainly sported casual attire, but all eyes were on him when he strutted down the line.

"I was very proud, and very uplifted in my spirit. I felt real good about the sisters helping me with my travel expenses," Broadway said. "It was a great lift to me. In fact, this has been one of the best celebrations we have had because it was so well attended."



Left, Worthy Matron Carolyn Epps of Meridian Chapter joins with District Deputy Areatha Broadway during the song "I want Jesus to walk with me."

she said. As district deputy, Broadway travels regularly to the district deputy meetings in such cities as Asheville, Durham and Charlotte. The grand worthy matron makes appointments for the locations of the meetings. Broadway also attends regional meetings for the 30th District, which is comprised of eight chapters. She visits all of the chapters throughout the year and encourages the worthy matrons around the district to continue steadfast in service.

"Sister Broadway does not receive any payment for the service she gives, but we feel honored to have her to represent us so well in the district," said Shore.

The chapters and worthy matrons include: Rose McCloud Chapter No. 608 of Walkertown - Anne Johnson; Meridian Chapter No. 308 - Carolyn Epps; Rose

DeMall Chapter of Mocksville No. 531 - Shirley Allen; Pride of Yadkin Chapter No. 612 - Lorraine Bows; Queens of Olympic Chapter No. 630 - Georgia Davis; Sisters of James H. Young Chapter No. 542 - Adell Marlin; Bivouac Chapter No. 530 - Chlores Shore; and Beauty of the West No. 36 - Rose Thomas.

## Race and sexual harassment are the most common forms of discrimination locally

By PAUL COLLINS  
THE CHRONICLE

The office of the U.S. Equal Employment Opportunity Commission that serves Forsyth and 11 other North Carolina counties receives about 2,000 allegations of employment discrimination each year, said Patricia Fuller, EEOC director of the 12-county region. About 45 percent of those cases are in Forsyth County, she said.

Fuller and several other representatives of the EEOC, as well as Eugene Williams, director of the Winston-Salem Human Relations Commission; and Robert M. "Hoppy" Elliot, a lawyer in Winston-Salem, spoke at an employment discrimination forum Saturday at Phillips Chapel Baptist Church in Winston-Salem. About 25 people attended the forum, which was sponsored by the Winston-Salem NAACP, the Winston-Salem Human Relations Commission and the Greensboro office of the EEOC.

Bill Tatum, president of the Winston-Salem NAACP, said in his opening remarks that this will be the first of several such workshops. "We hope to bring employers and employees closer together in understanding policies and guidelines."

Fuller said, "A lot of people just don't know what employment discrimination is."

The EEOC was created by Congress and enforces Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on race, color, religion, sex or national origin.

Since 1979 EEOC also has enforced: The Age Discrimination in Employment Act of 1967, which protects employees 40 years of age or older; the Equal Pay Act of 1963, which protects men and women who perform substantially equal work in the same establishment from sex-based wage discrimination; and Section 501 of the Rehabilitation Act of 1973, which prohibits federal sector discrimination against persons with disabilities.

On July 26, 1992, EEOC began enforcing the Americans with Disabilities Act, which prohibits discrimination against individuals in the private sector and in state and local governments based on disability.

The U.S. Department of Labor enforces the Family and Medical Leave Act of 1993.

Fuller said that in the 12-county area she serves, there are more alleged cases of race discrimination and sexual harassment than discrimination involving religion, national origin or color.

There are two types of sexual harassment: quid pro quo and hostile environment.

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute quid pro quo sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or con-

dition of an individual's employment or (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting the individual.

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute hostile environment sexual harassment when such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

The central inquiry in determining whether an environment is hostile is whether the conduct "unreasonably interfered with a individual's work performance" or created "an intimidating, hostile or offensive working environment."

The victim of sexual harassment can be a woman or a man. The victim does not have to be of the opposite sex. The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.

The harasser can be a woman or a man. He or she can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker or a non-employee (such as a worker from another company who is filling up the soft-drink machine).

Can one incident constitute sexual harassment? It depends. In quid pro quo cases, a single sexual advance may constitute harassment if it is linked to the granting or denial of employment or employment benefits. In contrast, unless the conduct is quite severe, a single incident or isolated incidents of offensive sexual conduct or remarks generally do not create a hostile environment. A hos-

tile environment claim usually requires a showing of a pattern of offensive conduct. But a single, unusually severe incident of harassment may be sufficient to constitute a Title VII violation; the more severe the harassment, the less need to show a repetitive series of incidents. This is particularly true when the harassment is physical. For example, the EEOC will presume the unwelcome, intentional touching of a charging party's intimate body areas is sufficiently offensive to alter the condition of his or her working environment and constitute a violation.

Verbal remarks can constitute sexual harassment. The EEOC will evaluate the totality of the circumstances to ascertain the nature, frequency, context and intended target of the remarks.

The victim should also use any employer complaint mechanism or grievance system available. If these methods are ineffective, the victim should contact the EEOC as soon as possible.

Fuller said that if the victim, after telling the harasser that the conduct is offensive and must stop, notifies someone in supervision one time and the harassment doesn't stop, the EEOC could argue that the company didn't take immediate action to stop the harassment.

### Race/color discrimination

It is unlawful to discriminate against any employee or applicant for employment because of his or her race or color in regard to hiring, termination, promotion, compensation, job training, or any other term, condition, or privilege of employment. Title VII also prohibits

See Forum on A9

## Bennie McBride

wants to help you with your next new or used car purchase. He's also plugged into the Modern Automotive Network, so you can ask him about the deals available at Modern Nissan and Modern Toyota!

Don't worry about past credit problems. Bennie can work with you on special financing to help reestablish your credit. Bennie invites you to give him a call or stop by. He promises to make car shopping easy for you!

**MODERN CHEVROLET**  
(336) 722-4191  
800 W. Fourth St. • Winston-Salem

# Big Yield Add-On\* CD

Rate: 5.26% A.P.Y. 5.40%\*\*  
Term: 13 mos.

\* You may add to the amount of your certificate of deposit during the term of the certificate. \$50 minimum per additional deposit.  
\*\* Annual Percentage Yield. Penalty for early withdrawal. \$500 min. deposit. Maximum balance of \$99,999. Rates subject to change without notice.

**Southern Community BANK AND TRUST**

WINSTON-SALEM: • Country Club Rd. 768-8500 • Stratford Rd. 724-2075  
Peters Creek Pkwy. 785-3570 YAMOUNTAIN: • Yadkinville 679-4121

www.scbtrust.com • Touchtone Banking 1-800-258-7093 FDIC

## People who make things happen.

*"What you do should have substance and worth."*

Kweisi Mfume  
President & CEO, NAACP

This belief has made Kweisi Mfume a leading force in civil rights legislation and the mobilization of our youth. And now he leaves an outstanding career as a member of the United States Congress to direct his talents to the urgent needs and challenges of the National Association for the Advancement of Colored People.

The nation's largest and oldest civil rights organization welcomes Mfume's leadership and shares his vision of mobilizing its supporters to gain political and economic power, educational excellence and instilling substance and worth in our young people.

Anheuser-Busch supports the work of the NAACP, just as we support other educational and social programs, community projects and minority businesses.

At Anheuser-Busch, we're committed to a better quality of life. For everyone.

ANHEUSER-BUSCH COMPANIES

©1998 Anheuser-Busch companies, Inc.



The Chronicle's e-mail address is: >  
wschron@netunlimited.net

---

BARGAIN MATINEES \$4.50

ANY SHOW BEFORE 8:00 P.M.  
\* TWO PASSES OR DISCOUNT \*

Wynonaug 12 765-5573

1501 HANES MALL BLVD.

STADIUM SEATING IN THESE AUDITORIUMS

THE MINDY (PG-13)	1:30 4:15 7:00 9:30 12:00 PM & 5:00 PM
INSISTENCY (R)	1:30 4:15 7:00 9:30 12:00 PM & 5:00 PM
STAR WARS (G)	2:15 5:00 7:45 10:30
AUSTIN POWERS (PG-13)	12:00 2:15 4:30 7:00 9:15 11:30 PM & 5:00 PM
STAR WARS (G)	1:30 4:15 7:00 9:45 12:00 PM & 5:00 PM
STAR WARS (G)	1:30 4:15 7:00 9:45 12:00 PM & 5:00 PM
BIG DADDY (PG-13)	2:30 4:45 7:30 9:45 12:00 PM & 5:00 PM

Presented in 3-D

Carma 10 922-1301

3640 REYNOLDA RD.

STAR WARS (G)	2:15 5:00 7:45 10:30
NOTTING HILL (PG-13)	1:15 4:15 7:15 9:15 11:30 PM & 5:00 PM
SOUTH PARK (R)	1:00 3:00 5:00 7:00 9:00 11:00 PM & 5:00 PM
BIG DADDY (PG-13)	2:30 4:45 7:30 9:45 12:00 PM & 5:00 PM
TARZAN (G)	1:15 3:15 5:15 7:30 9:45 12:00 PM & 5:00 PM
THE GENERALS DAUGHTER (R)	1:45 4:30 7:30 9:45 12:00 PM & 5:00 PM
BIG DADDY (PG-13)	1:30 4:15 7:00 9:15 12:00 PM & 5:00 PM
TARZAN (G)	12:30 2:30 4:30 7:00 9:00 11:30 PM & 5:00 PM

Presented in 3-D

Marketplace 6 727-1751

2085 PETERS CREEK PKWY.

BIG DADDY (PG-13)	2:00 4:15 7:00 9:15 12:00 PM & 5:00 PM
SOUTH PARK (R)	1:00 3:00 5:00 7:00 9:00 11:00 PM & 5:00 PM
AUSTIN POWERS (PG-13)	12:00 2:15 4:30 7:00 9:15 11:30 PM & 5:00 PM
SUMMER OF SAM (R)	1:00 4:00 7:00 10:00
WILD WILD WEST (PG-13)	1:45 4:15 7:00 9:30 12:00 PM & 5:00 PM
THE MATRIX (R)	1:00 4:00 7:00 9:15 12:00 PM & 5:00 PM

GIFT CERTIFICATES AVAILABLE

NAACP ACT-50 PROGRAM