

Golf

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 centers. They convene at the Reynolds Park Golf Course on Tuesday and Thursday mornings.
 This year's clinic began June 8 and will end today after an awards ceremony where all participants will receive certificates of achievement and some students will be lauded for their accomplishments as "most improved" players.
 Johnson describes golf as a sport that requires lots of discipline, but he doesn't buy into the notion that discipline is what many black young people need today.
 "I don't believe all those things they say about our children, and I don't see that," he said.
 One of the reasons he used \$2,000 of his own money to get the clinic going was to disprove such rumors, and to bring out the positive things that young people can do.
 Too often people tend to dwell on the negative, Johnson said.
 When the number of kids in the clinic swelled, Johnson got Nations-Bank to sponsor the camp. The

bank has helped with some of the costs associated with the clinic, such as equipment, which is provided for the young golfers.
 Johnson - who was introduced to golf when he worked as a caddy as youngster and has himself played seriously for the past 30 years - had to tap some human resources when the clinic experienced a boom in students.
 Johnson began asking some of his golf pals to serve as coaches for the students. This year the students have been divided among six coaches, who watch their form and offer pointers where needed.
 Tuesday, while the early morning offered up a pleasant breeze, the golfers took turns on the practice range. With clubs in hand, the students played a game of one-upmanship, with each one of them trying to hit the ball the farthest.
 "When the ball goes very far you feel very proud of yourself," said 11-year-old Lakeisha Macon, who has been in the clinic since it first started.
 While Lakeisha talked about her she's shot balls more than 175 feet, her 8-year-old sister, Koneisha, was

showcasing some pretty impressive swings of her own.
 Dorsey Lemon, 11, has been attending the clinic since last summer. He says his real-life golf outings give him a chance to duplicate the moves he makes at home with his golf video game.
 "It gets a little frustrating out here when the ball doesn't move far, but I'm more disappointed at home when I don't play the game well," he said.
 Linda Davis, an employee at Winston Lake Golf Course, is one of the coaches. She heads a class made of young girls.
 Davis spent this particular morning, like the others, trying to teach the dos and don'ts of the sport while giving words of encouragement for the smallest accomplishments.
 "A lot of them had not even played golf before, and now some of them hit like we spend three or four days a week with them," Davis said.
 It is her first year coaching and Davis says she has enjoyed the experience. She didn't plan on having an all-girls class; it just happened that way. Davis says she hopes can

inspire the youngsters through her coaching experience.
 "The reason I got involved is because there are few women and girls in the sport," Davis said. "If I can encourage just one child, it is worth it to me."
 Coach Clifton Pilson said that while golf can't be taught completely during a few summer sessions, he thinks the kids are getting the basics.
 "The main thing we are trying to do is get them interested in golf," he said. And if they take interest in it, most will want to come back next year for more.
 And Pilson says he will be there, ready to coach, like he has been since the beginning of the program.

While many of the students' reasons for liking the sport of golf vary greatly, there seems to be a general consensus about their favorite professional golfer.
 "Tiger Woods," Rashard Frazier said without giving it a thought.
 When asked why, Rashard responded just as quickly.
 "Because he is the only black person in the whole sport," he said.
 Eleven-year-old Malysa Payne said she liked Woods for reasons related more to genetics than golf.
 "He's so cute," she laughed.
 Johnson said Woods has definitely brought the world of golf to a whole new segment of the population, but he doesn't necessarily want

the kids to grow up to be like Woods. He says golf can help the youngsters in the business world by enabling them to make valuable connections.
 "You can come out here and make all sorts of contacts," Johnson said. "Some of our better corporate people play golf. They could see you out here, and it could lead to a job."
 The kids unleashed a chorus of "goodbye, Mr. Johnson" as they left the clinic Tuesday. Johnson waved at some and patted others on the head.
 "Our kids are not that bad," he said while pint-sized golfers clamored to his side. "I don't know where people get that stuff from about our kids."

Forum

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 employment decisions based on stereotypes and assumptions about abilities, traits or the performance of individuals of certain racial groups. Title VII prohibits both intentional discrimination and neutral job policies that disproportionately exclude minorities and that are not job related.
 Equal employment opportunity cannot be denied because of marriage to or association with an individual of a different race; membership in or association with ethnic-based organizations or groups; or attendance or participation in schools or places of worship generally associated with certain minority groups.
 Discrimination on the basis of an unchangeable characteristic associated with race, such as skin color, hair texture, or certain facial features, violates Title VII, even though not all members of the race share the same characteristic.
 Title VII also prohibits discrimination on the basis of a condition that predominantly affects one race unless the practice is job related and consistent with business necessity. For example, because sickle cell anemia predominantly occurs in African Americans, a policy that excludes individuals with sickle cell anemia must be job related and consistent with business necessity. Similarly, a "no-beard" employment policy may discriminate against African American men who have a predisposition to pseudofolliculitis barbae (severe shaving bumps) unless the policy is job related and consistent with business necessity.
 Harassment on the basis of race and/or color violates Title VII. Ethnic slurs, racial "jokes," offensive or derogatory comments, or other verbal or physical conduct based on an individual's race or color constitutes unlawful harassment if the conduct creates an intimidating, hostile or offensive working environment, or

interferes with the individual's work performance.
 "We get a lot of calls that 'My boss called me a nigger,'" Fuller, who is African American, said. "If I'm called a nigger one time, it's offensive and it's egregious to me. But courts have held if it happened one time, it's not discrimination. It has to be a pattern."
 Title VII is violated when minority employees are physically isolated from other employees or from customer contact. Title VII also prohibits assigning primarily minorities to predominantly minority establishments or geographic areas. It is also illegal to exclude minorities from certain positions or to group or categorize employees or jobs so that certain jobs are generally held by minorities. Coding applications/resumes to designate an applicant's race, by either an employer or employment agency, constitutes evidence of discrimination where minorities are excluded from employment or from certain positions.
 Requesting pre-employment information that discloses or tends to disclose an applicant's race suggests that race will be unlawfully used as a basis for hiring. Solicitation of such pre-employment information is presumed to be used as a basis for making selection decisions. Therefore, if members of minority groups are excluded from employment, the request for such pre-employment information would likely constitute evidence of discrimination.
 But employers may legitimately need information about their employees' or applicants' race for affirmative action purposes and/or to track applicant flow. One way to obtain racial information and simultaneously guard against discriminatory selection is for employers to use "tear-off sheets" for the identification of an applicant's race. After the applicant completes the application

and the tear-off portion, the employer separates the tear-off sheet from the application and does not use it in the selection process.
Filing a charge with the EEOC
 If you have been discriminated against, you may be entitled to a remedy, including, but not limited to, hiring, promotion, reinstatement, back pay, liquidated damages (in other words, an amount equal to any monetary damages you are awarded), and attorney's fees. In the case of religious discrimination or violation of the Americans with Disabilities Act, you also may be entitled to reasonable accommodation.
 The time limitation for filing a charge with the EEOC is 180 days from the date of the alleged discrimination, or 300 days in states with designated Fair Employment Practices Agencies. However, to protect legal rights, it is recommended that EEOC be contacted promptly when discrimination is believed to have occurred.
 Charges of sex discrimination may be filed at any field office of the U.S. Equal Employment Opportunity Commission. Field Offices are located in 50 cities throughout the United States and are listed in most local telephone directories under U.S. Government. To reach the nearest EEOC field office dial toll free, 800-669-4000.
 It is unlawful for an employer or other covered entity to retaliate against someone who files a charge of discrimination, participates in an investigation, or opposes discriminatory practices. Individuals who believe that they have been retaliated against should contact EEOC immediately. Even if an individual has already filed a charge of discrimination, he or she can file a new charge based on retaliation.
 The EEOC has an office at 801 Summit Ave., Greensboro, N.C. 27401, (336) 333-5174.

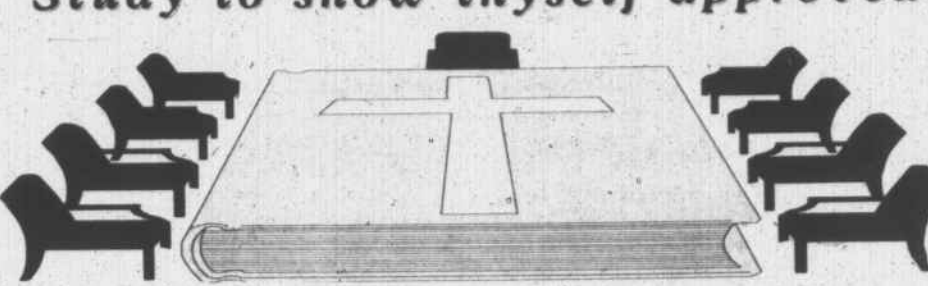
NBTF

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 ruin.
 "If that trend had continued, by the new millennium there wouldn't be any black theaters at all," he said.
 Hamlin created the festival as a showcase for black theater companies. He also hoped that by bringing the companies together eventually a bond would form and the groups would begin to share information and resources.
 "We wanted the companies to be able to network," Hamlin said. "We wanted them to create joint projects - share directors, lighting directors and costume designers...We were also isolated and fragmented - even among ourselves."
 The first festival was what Hamlin called a "tremendous, but surprising success." He and his crew of volunteers expected a crowd that numbered in hundreds. Instead, the city was blown over by a throng of almost 10,000.
 "We were just expecting a few hundred - a very few hundred," Hamlin said. "Hotels ran out of rooms. Restaurants ran out of food. The festival took the city by storm."
 Included in the masses that descended on the city were a host of major actors and actresses, many of whom began their careers in small black theaters. The tradition of the average Joe mixing and milling with the stars of movies, television and stage was born.
 "We could have had just workshops, but that would have been boring," Hamlin said. "The celebrities just love it, love, love it. (The celebrities) are so down-to-earth. They just have a wonderful time themselves."
 Over the years, as the festival has grown by leaps and bounds in attendance, it's also begun to branch out. In addition to a bevy of workshops aimed at creating a "world black theater movement," the festival will

include a youth/celebrity project that will allow youngsters a chance to interact with celebrities and theater professionals. The event will also include an international vendors market.
 This year for the first time, the festival will also feature a "Fringe Theatre," a showcase for college groups.
 This year's inaugural class includes theater departments from N.C. Agricultural and Technical State University, Livingstone College, Alabama State University and the University of Louisville.
 Hamlin says the Fringe was created to "improve the quality of work for historically black colleges and universities." Hamlin also hopes to begin an artist-in-residence program for HBCUs that revolves around a core of black actors, playwrights and directors.
 Hamlin has started a fund to defray the often prohibitive costs of artist-in-residence programs and will use his contacts in both academia and the arts to get the program started.
 "What we'll be able to give will only be a small amount," Hamlin said. "It's something that will hopefully benefit not just the schools but the artists themselves."
 Since 1989, the festival has pumped millions into the local economy and has become one of the city's largest tourist attractions. The festival's success has brought suitors by the dozens. Cities like Atlanta, that boast larger venues and more resources, have offered Hamlin huge packages to move the festival. But Hamlin says he's sticking with Winston-Salem.
 Hamlin, who has lived in Winston-Salem for 20 years, cites a sense of loyalty to the African American community that not only draws the fans, but keeps the festival in Winston-Salem.
 "The African American com-

munity has invested heavily in the festival," he said. "I guess it's a sense of loyalty. We'll do everything we can to keep the festival here. Black theater is very spiritual theater. It reflects our people. It wouldn't be proper (that) if people invest in for 10 years to just leave them."
 Hamlin says the festival has become a source of pride for black Winston-Salem.
 "There's a certain ownership," he said. "It's one of the largest and most prestigious events in Winston-Salem. What other event draws as many people to Winston-Salem for the arts?"
 This year's festival opens with Dee's production of "My One Good Nerve," Aug. 2 at 9 p.m. Other celebrity performances include Glynn Turman and Vanessa Bell Calloway in "Louie and Ophelia" and John Amos and Madison Mason in the premiere of "Lindstrom and Motombi."
 Ella Joyce, Jennifer Holliday and Yolanda King will present "Stepping Into Tomorrow," and Roscoe Ormond will present "The Confessions of Stepin Fetchit." T'Keyah Crystal Keymah, star of "Cosby," will present "T'Keyah Live! Mostly: A True Variety Show." Renowned playwright Ntozake Shange will present "beneath the necessity of talking. The Trials of One Short-Sighted Black Woman vs. Mammy Louis and Safreeta Mae."
 This year's line-up of stars includes actress Leslie Uggams, the festival's honorary chair, and Robin Givens, who will appear during the festival's kickoff gala Aug. 2 at the Benton Convention Center.
 For more information, please call (336) 723-2266.
 For weekly updates on the festival, please see The Chronicle's Entertainment Section beginning July 8.

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