

NOW unhappy with ISU settlement

ADT 4/12/77

22/10

The Ames Chapter of the National Organization for Women (NOW) says a recent Iowa State University sex discrimination suit settlement is not adequate remedy "... to what we believe is pervasive sex discrimination throughout Iowa State University and specifically in the Engineering Research Institute," according to a correspondence from NOW to civil rights officials in Kansas City, Mo.

The letter requests further remedial action to be taken by the U.S. Department of Health, Education and Welfare (HEW) against ISU and suggests a formal conciliation meeting be set.

The letter from Ames NOW member Virginia Morris, compliance and employment task force coordinator, was sent to (HEW) Office of Civil Rights Director Taylor D. August.

The correspondence followed last week's announcement that ISU had paid a former employee \$1,192 as a negotiated settlement in a suit filed against the university by NOW in July, 1974.

Morris' letter to August included information to support NOW's contention that "... sex discrimination in hiring and promotional practices at Iowa State University and in the Engineering Research Institute is continuous and is widespread."

The letter said NOW's position is that HEW is not implementing "the full measure of the law when HEW stipulates only a back-pay settlement to be adequate remedy for the situation existing at the Engineering Research Institute."

NOW asks further remedial action be taken by August including: requiring all university personnel in hiring and promotional activities to attend training sessions on equal employment opportunity; in-service training for ISU employees; course work in non-discriminatory testing, advising and evaluation for education majors; education of all ISU employees as to civil rights and procedures for filing complaints; an annual Affirmative Action evaluation; and public disclosure of sex and race discrimination complaints filed against ISU and the resolution of the complaints.

Morris' correspondence to August stated that if he feels he cannot redraft the letter of remedy to ISU to include NOW's remedial action suggestions, the Ames NOW chapter would agree to a formal conciliation meeting. At such a meeting, ISU officials and HEW arbitrators as well as NOW representatives would discuss further remedial action.