

RACISM:

Concordian Staffer Takes Boss to Rights Commission

By Max Wallace

MONTREAL (CUP) - A Concordia secretary is taking her boss and the university to the Quebec Human Rights Commission, charging intimidation and harassment with racial overtones.

Physics department secretary Lucy Roberts, a university employee for 16 years, filed her complaint last month after a five-year internal struggle with physics chair Calvin Kalman.

According to Roberts' complaint, the harassment began almost immediately after Kalman became chair of the department in 1983.

"It appeared evident that Dr. Kalman did not wish to work

with Mrs. Roberts," states the complaint. "The quality of her work which had always been exemplary was, overnight, qualified by her new boss as unsatisfactory... Differences of opinion as to style of presentation of documents, normally the province of a professional secretary, become occasions for berating and insulting her."

In 1983, Roberts applied for a transfer through the human resources department without results. That summer, she stayed home for three days, claiming the harassment became too much for her to accept. After mediation by the university, she returned to work.

Last year, she filed a formal complaint against Kalman with the Concordia Code Administrator, beginning a series of internal university hearings characterized by charges and counter-charges which are still continuing.

Roberts, 62, declined to comment on the situation while her case is pending but her attorney William Sloan called the situation a 'Catch 22'.

"There are no standards by which she can govern her professional conduct," said Sloan. "This is a highly intelligent, competent woman who has worked as a court reporter in the U.S.A. and who for years was trusted to type confidential minutes for the Con-

cordia board of governors.

"Without any formal training, she mastered five software programs all by herself after the department gave her a computer. Yet her boss says she can't handle her duties in the department. I think there must be other reasons she is being intimidated."

During the past year, according to the complaint, "Kalman's harassment has become more pronounced and has taken on racial overtones. He has a needlepoint handicraft on his office wall which represents Black slave women working on a southern plantation. He has on several occasions drawn Mrs. Roberts' attention to this piece."

Sloan said it is difficult to accuse Kalman of overt racism, explaining, "It's the little things that he does which are more subtle and therefore more insidious. She has never accused him of racism in any of the university hearings but Black people understandably tend to be sensitive to issues like slavery."

He stressed that Roberts' complaints against Kalman have more to do with harassment and intimidation than racism.

In an interview attended by the university's lawyer Richard Beaulieu, Kalman commented on Roberts' allegations.

He said his conflict with Roberts only began in 1987 when he received a written complaint from a physics department professor about her.

"The record is clear that until late 1987, Mrs. Roberts was on extremely friendly terms with me. It was only after I formally dealt with the complaint against her that she began to have problems with me."

In fact, Roberts had applied for a transfer from the department a full four years earlier, soon after Kalman became physics chair.

"Mrs. Roberts has had problems in the university almost since the time she got here," said

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EDITORIAL

Well, it looks like we are all back here for another wonderful semester at UPEI, and we on *The Gem* are quite excited about it all. First of all, we would like to welcome everyone back and tell you all that we have great hopes for the remainder of the year.

The Gem is planning a great recruitment drive for the months ahead, so be on the lookout for exciting posters, contests, and all the other fun stuff that we have planned for UPEI. Why not come down and join us? Add your creative ability and help us make *The Gem* even better! Our meet-

ings are on Tuesday nights at 5:30 in *The Gem* office (Main). Come and listen to what we have to say and ass your own innovative ideas. Find out what's going on around campus early!! Then stay for production night, where we put *The Gem* together, eat pizza, and have a good time in general. We need *your* help, so come on down and try us out!!!

If you just want to come down and see us, well, that's fine too. There is usually someone here, so feel free to drop down or give us a call- we'd love to hear from you!

Each week we hear murmurings of discontent from the populus of UPEI, but people rarely come directly to us to voice their complaints. If there is something that *you* don't like about *The Gem*, don't hesitate- write a letter to the editor, a pet peeve, or, better still, come to our meeting. Who better to talk to than us? And if you're *really* disappointed with the way we handle things, why don't you come down and give us a hand? We'd appreciate your input.

So don't be shy!! We want to be the best we can be for you!!

Believe it or Not!

For those students who are graduating this year, this is the time to apply in order to spend the year abroad next year. For those who will graduate in future years, this is a good time to start gathering information by contacting our awards officers.

Remember, our Faculty of Arts has 13 awards officers - one in each department - whose raison d'etre is encouraging you to apply for graduate awards, giving you the necessary information and assisting you in preparing your applications.

So, delay no longer. And bon voyage!

Foreign governments are inviting Canadian graduate students to study abroad, for a year, all expenses paid by the host gov-

At UPEI, a call for applications appeared at the beginning of October, in the *Gem* and in posters throughout campus. The deadlines were October 31 and December 31. Some UPEI students did apply to commonwealth countries.

Obviously, the number of applicants, throughout Canada, was very small. Three countries are taking the unprecedented steps of sending a second invitation and of extending the deadline. That's practically begging for applications.

ernment, and students don't even bother to apply.

Please! won't some of you, out there, consent to spend a year, all expenses paid, studying in sunny Mexico, Spain, or Portugal?

Here is the formal notice received by UPEI:

Due to the low number of applications received by Mexico, Portugal and Spain, the AUCC is sending another mailing...

The deadline for receipt of applications in our office has been extended to February 1, 1989.

Please note that: Awards available from Mexico, Portugal and Spain have not been fully utilized in the last few years. Students interested in pursuing work in these countries should be particularly encouraged to apply.

Conditions attached to those awards: "Candidates must be Canadian citizens and must have obtained a Canadian university degree by the time the scholarship comes into effect." In addition, Spain requires knowledge of Spanish.

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