12-6-1976

Memo: Recommended Affirmative Action Report on Hiring

Commission for Blacks

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MEMORANDUM

TO:   Affirmative Action Plan Revision Advisory Committee

L. E. Ebersole                     Dr. Gary Dicer
Betsey Creekmore                  Ms. Judy Ganss
Susan Whitney                     Dr. Ben Granger
Dr. M. Ann Bass                   Dr. Velma Jones
Mr. Ed. Bennett                   Dr. Luther Kindall
Dr. Sarah Blanshei                Dean John McDow
Dr. Gordon Burghardt              Mrs. Jamesena Miller
Miss Gail Clay                    Dr. Madge Phillips
Professor Kathleen Conlon         Dr. Clifton Woods

FROM: Ralph Norman

RE: Recommended Affirmative Action Report on Hiring
(p. 41)

I believe that questions 4 and 5 are discriminatory by implication and therefore illegal. Both imply that it would not be appropriate or necessary to give reasons why Blacks, women, handicapped, or disabled veterans were interviewed or hired - i.e., that discrimination against persons not in these categories should occur. The result is an unfortunate violation of principle (4) on p. 6: "Employment decisions shall be based solely on an individual's qualifications for the position for which he/she is being considered."

In sum, I believe it is discriminatory (and therefore illegal) to ask for the reasons for which persons of one kind are interviewed or hired, and not to ask it for others.

Questions 4 and 5 should be eliminated. They have no good function and do not need replacing.

Dr. Doak, president of Monroe said...