

Discrimination foes win 2 cases

The Michigan Civil Rights Commission (MCRC) has issued orders in what could prove to be landmark cases in the battle against employment discrimination.

The two separate cases, argued by Atty. Gen. Frank J. Kelley, assure employees working environments free from sexual harassment and hiring policies which guarantee handicapped equal employment opportunities.

IN THE FIRST case Kelley contended, and the MCRC agreed, that employers are required by the Michigan Civil Rights Act to maintain a working environment free from sexually demeaning verbal or physical conduct.

The evidence in a case, involving a female employee of a Muskegon market, showed that co-workers, as well as management, repeatedly commented on her sex life, and the sex life of fe-

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males in general, and the relationship between the mood of women and their monthly cycle.

There was also evidence of males improperly touching female workers and making remarks about the sexual desirability of female customers.

The MCRC found the employee voluntarily participated in such conduct and did not award damages or back pay.

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management will not permit sexual harassment and that persons who violate the policy will be subject to discipline or discharge. The employer is also required to establish a formal method for reporting any such conduct.

IN THE SECOND case, Kelley argued that employers who classify applicants according to their general physical condition rather than their ability to perform the duties of a job are violating the Michigan Handicap-

pers Civil Rights Act.

The case involved General Motors (GM) and a job applicant with a common back condition which was first discovered when she underwent the physical exam required by GM as part of its employment screening.

Although she had no history of back problems and had been employed in jobs which required much bending, lifting and twisting, GM refused to hire her and classified her as physically unfit for employment. GM based its policy on the potential risk of future injury and potential worker's compensation liability.

The attorney general maintained that these policies were unlawful under the Handicapper's Act and the MCRC agreed.

GM was ordered to hire the claimant with back pay and eliminate its illegal screening policies and procedures.

Traindeer and buses ready to meet Santa

Special train and bus service to the J.L. Hudson Thanksgiving Day Parade on Nov. 22 will be made available again this year by the Southeastern Michigan Transportation Authority (SEMTA).

Both bus and train tickets will go on sale Monday at the SEMTA general offices, First National Building, 660 Woodward. Round trip train fare will be \$3.50 and round trip bus fare will be \$2. Children under 6 who do not occupy a seat may ride free.

Train tickets also may be purchased at the SEMTA Renaissance Center Station, the Royal Oak Greyhound Terminal, 202 Sherman; and at Hudson's stores in Pontiac and Oakland malls.

Both bus and train tickets may be purchased by mail or phone order before Nov. 15. Checks or money orders should be sent, with a self-addressed stamped envelope to SEM-

TA Traindeer/SEMTA CLAUS, 660 Woodward, Detroit 48226. Phone orders can be made by calling 256-8700. Master charge or Visa orders for purchases over \$10 also can be made by phone.

TWO TRAINS will be available. Train No. 1 will depart Pontiac at 7:30 a.m.; Bloomfield Hills at 7:45; Birmingham at 7:55; and Royal Oak-11 Mile at 8:10. That train will arrive at Renaissance Center at 8:45 and depart Detroit at 11:30 a.m.

Train No. 2 will depart Pontiac at 8 a.m.; Bloomfield Hills at 8:15; Birmingham at 8:25; and Royal Oak-11 Mile at 8:40 arriving at Ren-Cen at 9:15 and departing Detroit at noon.

Passengers must depart Detroit on the same train on which they arrive.

Bus service to the parade will be available from 15 suburban parking locations.

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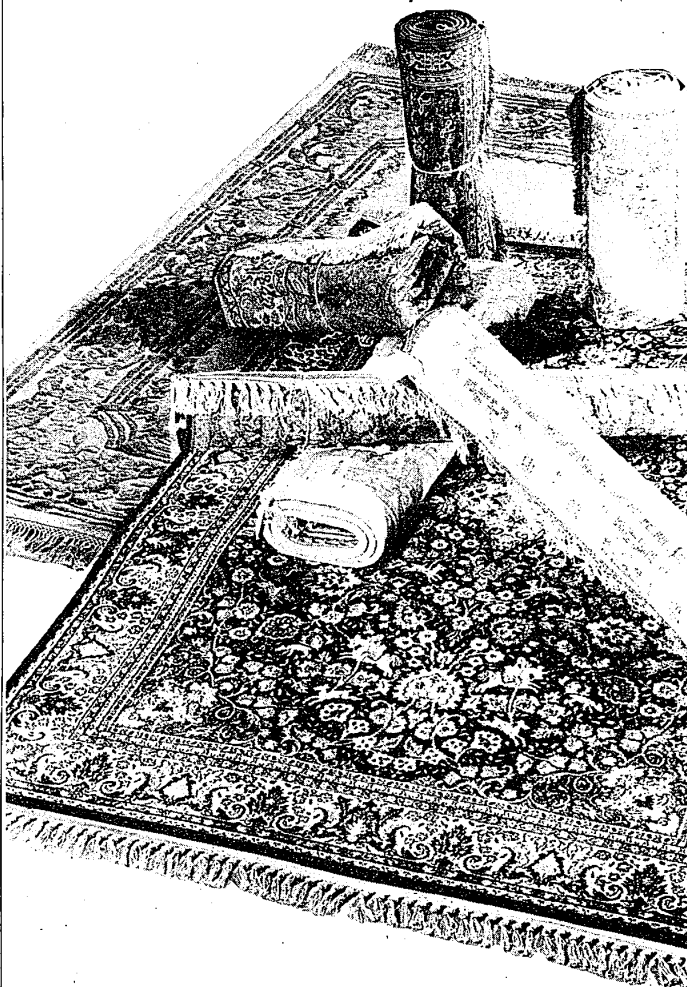
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