

Sexual harassment: A problem for working women

By LOUISE OKRUTSKY
The problem of sexual harassment hides behind the fear of the victims and the power of the perpetrator.

While public hearings offer a forum for women who suffer from the unwanted advances of co-workers and supervisors, counselors find that women rarely come to them with the sole intent of discussing the problem.

Many women will bring up the problem in conjunction with other difficulties concerning their children and marriage, according to Myra Kruger, director of the Women's Survival Center in Pontiac.

Women who bring the problem to light discover that the legal system offers few closely delineated avenues of recourse.

"There's no mechanism to make it happen," said Ms. Kruger. During the recent public hearings in Detroit considering cases of sexual harassment on the job, many women complained that the law and judges were reluctant to take their problem seriously.

WHILE THERE ARE laws which deal with lesser forms of sexual misconduct, the judges who listen to the cases often fail to take the trial as a serious concern, charged a Washtenaw county woman during the hearings last week.

Women who plan to fight back at their harassers through the hierarchy of their workplace or through the law are encouraged to keep records of the

incidents. When an incident occurs, they should loudly reprimand the man, so onlookers will realize what is happening.

Talking to other women in the office or shop sometimes reveals that the problem doesn't belong to one person. Sometimes the harassment is directed at several women in the office, suggested Ms. Kruger.

A Washtenaw County school employee, whose testimony was read during the hearings, complained about her supervisor's conduct to his superior. She was told, "It's just him" and that nothing would be done to curtail his advances.

The supervisor harassed her in public. When he put his hand on her knee she would loudly complain. But other workers remained silent or considered the scenes amusing.

HE DEVELOPED THE HABIT of boasting about his sex life to the women in the office. When one woman told him she didn't care to hear about his sex life, the supervisor made derogatory remarks about her at a school board meeting.

The woman who complained was told she hasn't any claim to a professional opinion and was told to be quiet. Another Washtenaw school administrator told a woman employee that "women have no business in management."

A woman who developed an educational program was told by the administrator that she can't direct her own program because she's a woman.

Sexual harassment can be aimed at any woman in any type of profession, trade or factory job, according to Ms. Kruger.

"It has its roots in the fact that women are looked upon as objects and not as persons," she said.

Women working in the Ford Rouge complex told the hearing that they are subjected to harassment from their supervisors and co-workers on the line.

One young mother forgives any make-up, draws her hair back and wears the most unflattering clothes possible to discourage harassment.

Some quit and others turn to their union for help.

BUT THE GRIEVANCE PROCEDURE takes too long to activate in a large plant, said a president of a UAW

unit in a Chrysler plant. By the time a grievance is arbitrated, the woman has been moved to a difficult or dirty job or has quit rather than be harassed.

The women who come to the crisis center in Pontiac because they are being harassed or need job counseling don't consider going through a union to solve their problems, according to Ms. Kruger. Many look for other jobs.

"We do a minimal amount of career counseling and part of the reason women ask for this or do think about changing their jobs is harassment," she said.

When a woman quits her job, she faces difficulty in collecting unemployment benefits from the Michigan Employment and Securities Commission (MESC). While the women tell the MESC that sexual harassment is the reason they quit their last job, the em-

ployer will submit a different explanation to the commission.

Thus, the woman waits for an appeal to be heard or gives up without collecting any compensation.

Women aren't disqualified from collecting the compensation according to MESC Director S. Martin Taylor, who sat on the panel hearing the testimony in Detroit.

SOME WOMEN RULE OUT collecting unemployment on that basis. Ursula, 24, conducted an on-off affair with

her boss for two years. When she called off the affair, her paychecks were so low she couldn't pay her bills. When she agreed to continue the affair, her pay skyrocketed, she said in testimony read for her.

Her father advised her to keep quiet. They live in a small town and a scandal would ruin her uncle's medical practice. Instead, she attempted to take an overdose of sleeping pills.

"I'm so ashamed," she said in her testimony.

Hills agenda is posted

FARMINGTON HILLS CITY COUNCIL

7:30 p.m. Monday, May 14

Hearings

• Request to close Goldsmith Road at its intersection with Green Valley Subdivision in Section 32.

• Cost bid hearing for sidewalk on Thirteen Mile Road.

• Cost hearing for Hemlock Road improvement.

Unfinished business

• Consideration of amendatory ordinance re: plumbing code.

• Consideration of enactment of amendatory ordinance re: signs advertising candidates or soliciting votes in any state, federal, municipal or school election shall be permitted on occupied parcels in residential districts subject to conditions.

• Consideration of foster care facilities resolution limiting number in area.

• Consideration of resolution re: municipalities non-profit status for special third class mailing rate.

• Consideration of final preliminary plat reapproval for Farmington Ridge Subdivisions in the south half of Section 6 (482 lots).

New business

• Consideration of revised resolution of intent to issue \$7,500,000 Industrial Development Bonds, A.C.E. Inc.

• Consideration of resolution of intent to issue \$2,785,000 industrial development bonds for Exotic Rubber and Plastics, Inc.

• Consideration of supplemental bond resolution for Graco Industrial Bonds.

• Appointments to boards and commissions.

• Consideration of setting date for necessity hearing for water on Nine Mile from 23-24-25-003 to 23-24-127-001.

• Consideration of setting date for necessity hearing for water main in-

provement in the following streets: Greening, Barlow and Burbank.

• Consideration of request for municipal street light at Lake Park Drive and Thirteen Mile Road, requested by Colony Park West Homeowners.

• Consideration of approving County Solid Waste Management Planning under Act 641 of Public Acts of 1979.

City Managers Reports

• Recommendations approval of special assessments to be assessed to the 1979 city tax roll.

• Recommendations denial of request for sidewalk waiver for Northwestern and Inkster.

• Recommendations approval of request for final preliminary approval for Heritage Plaza Subdivision.

• Recommendations approval of request for final approval for Farmington Green North Subdivision No. 2, consisting of 41 lots.

• Recommendations approval of P.D. Park Plan Conformance for Farmington Green Subdivisions Nos. 1 through 5, Section 9.

• Recommendations approval of cost agreement for traffic signal at 12 Mile Rd. and New Market/Hamilton Drive.

• Recommendations approval of awarding bid for Sign Shop addition.

• Recommendations approval of traffic control order for Middlebelt at Gilchrist/Olde Franklin.

• Recommendations approval of continuation agreement for Mainstem Corp.

• Recommendations approval of cost agreement with Oakland County Road Commission for widenings along Middlebelt and Twelve Mile Road.

• Recommendations approval of repair of city hall front entrance and city hall landscape proposal.

• Recommendations budget amendment to update original revenue estimates.

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A low cost Contour Analysis examination is being offered for people with acute or chronic pain by the chiropractic offices listed below. People who suffer with backache, bursitis, arthritis, neuralgia, nerve pain, muscle pain, bone pain, etc., are invited to receive this low cost examination.

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This analysis, including consultation with the doctor is being offered to the public at a low cost for the next 30 days. Anyone wishing to receive this low cost examination may telephone the participating doctors directly for information or an appointment.



Walter S. Gross, D.C.
27620 Five Mile
Livonia - 427-5333

Herbert A. Applebaum, D.C.
27592 Schoolcraft
Livonia - 427-4300

Scherrer mum on assets

(Continued from page 1A)
law. It was the first of many steps, he said. It is Keldan's job to administer Scherrer's estate.

Scherrer is being represented in the bankruptcy by Birmingham attorney Frank Kenney. Kenney was not available for comment.

To date, Scherrer has been bound over to Oakland County Circuit Court on 10 counts of embezzlement, printing false bonds and taking money under false pretenses. He still faces criminal exams on 37 counts in Farmington District Court and three counts in Southfield District Court.

Scherrer was released from the Oakland County Jail last week after his father-in-law, Edward Walters of Detroit, posted \$10,000 cash bond.

Scherrer was jailed April 27 because he was unable to post 10 percent of a \$100,000 bond set by Farmington District Judge Michael Hand.

At his April 27 arraignment, Scherrer requested and was later granted representation by a court-appointed attorney, Joseph Hardig, because of his bankruptcy status.

Farmington Hills Detective John Hedrick said the 17-man investigative probe into Scherrer's business activities is winding down.

"I don't think there will be any more warrants. We're still conducting an investigation to determine if there was involvement by others," Hedrick said.

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Our 1979 show theme is "Nostalgia." A stroll through the aisles of expertly restored cars on display will trigger nostalgic memories of days gone by.

Flower fanciers can shop for spring plantings at a Geranium Flower Sale, May 17-18, to benefit Pontiac Oakland Symphony Women's Association.

Mall patrons may view a 1908 Buick, a 1909 Humber, a 1911 Hupp, a 1911 Ford Model T. For a glimpse of the transformation process, one can view a 1911 Packard unrestored, and a 1912 Packard that has been completely restored.



The Pontiac Mall is located at the corner of Telegraph and Elizabeth Lake Roads in Waterford Township. Open Daily 9:30-4, Open Sunday 11-5. Free Show Admission.

pontiac mall