

WINGS from page 1C

anytime to leave a message. For an immediate personal response, "I'm always there seven days a week mornings to talk to them."

Recalling the start-up of WINGS, "The planning and organizing stages took several years. It predated Anita Hill," Butcher said. But with the Anita Hill-Clarence Thomas hearings, "It was like a wakeup call. It gave women the courage to come forward and say this was happening to me, and to take positive action. It taught women that these acts were illegal too," she said.

Although many employers are

more enlightened today than in the past about sexual discrimination, Butcher pointed out, "It's still the problem of the 'glass ceiling,' keeping women at low level with the corporation."

WINGS hopes to establish support groups in all the main cities throughout Michigan.

Susan Temero, executive director of WINGS, said that at General Motors she has been sexually harassed and propositioned by hiring superintendents. She said that during her 18 years with the company, she has been denied 100 job openings.

"It's living a nightmare that

you don't feel you're ever going to get out of," she declared. "It has become a very economically, the quality of my work."

Referring to her start at GM, Temero said the corporation recruited her from Michigan State University, where she graduated from the law enforcement program in 1975. She received a master's degree in organizational communication from Wayne State University.

Butcher, in talking about her legal battle against the Detroit News, said, "I initiated that lawsuit because it became a class action. It took eight years to resolve. We fig-

ured we won. We settled it with a \$350,000 settlement on behalf of a class of 90 women. Even more than a dollar amount, we felt we won on behalf of women. It forced the News to go out and hire women and give them good assignments in the newsroom." She said one of the women, hired as a result of this, later won a Pulitzer Prize.

Butcher and her husband Jack Casey currently run a small consulting communications company, Casey Butcher Ventures.

Further information also is available by writing WINGS, P.O. Box 4792, Troy 48069.



JERRY ZOLYNSKY/STAFF PHOTOGRAPHER

Querying panelist: Lynda Raleigh, public affairs chairwoman, Junior League of Birmingham, asks a question at the forum for working parents.

These methods may stop sexual harassment

BY ETHEL SIMMONS
STAFF WRITER

Are you a woman who is faced with sexual discrimination or harassment on the job? If so, WINGS has these suggestions for you.

"Document immediately. Give date, time, location, who was present, and witnesses," said WINGS president Mary Lou Butcher.

Talking with other women at work to find out if they also have been harassed can be worthwhile, according to Susan Temero, WINGS executive director. "The harasser often has harassed

other women," she said. When you share experiences, "It becomes a type of in-house support group."

Butcher said, "If it's a case of harassment, ask the individual to stop immediately. If that doesn't work, put it in writing to the individual to let them know, if it doesn't cease we will notify the supervisor. Keep going through internal complaint procedures."

She stressed that if the woman being harassed belongs to a union, she should seek support from union officials. She also should network and get support from family and friends,

as well as support and advice from women's organizations and the American Civil Liberties Union.

"We advise considering seeking other positions with the company," she said. "We also recommend trying to obtain a copy of your personnel file, under the Freedom of Information Act" (It may contain misinformation or positive comments).

Through WINGS, women can seek advice from group members who have had successful sexual discrimination lawsuits. "They can learn strategies and tactics that have helped other women,"

Butcher said. Temero noted, "They can learn how to reduce stress and ways to help them cope on the job."

If the woman decides to seek legal representation, Butcher said she should choose an attorney who specializes in civil rights cases, who may take the case on a contingency basis.

"When women start to take action, they become empowered. That's one of the benefits of the meeting," Butcher said about WINGS. As to an employer's attitude, Temero said, "They expect us to go away." We're trying to teach women to take positive action, not to go away."

Parents from page 1C

disruption in the family, such as due to separation or divorce; or when you may be on jury duty, or doing a lot of traveling, Wendy Shepherd-Bates pointed out. A Walled Lake resident, she is a mother, who is self-employed as a child care and work/family consultant out of her home.

She said contingency means standby, "What do you do when everything goes wrong?" Shepherd-Bates believes you should have a list by your emergency numbers — "who to call when you need backup child care. Look at the family. Who loves you? It used to be you could have grandma take care of the kids, but now she might be playing tennis or working." Other options are to trade with a relative, neighbor or parent of your child's classmate. She also asked, "Can you take your child to work with you?"

Caring for elderly
Turning to the topic of eldercare, James McGuire, director of Planning and Advocacy, Area Agency on Aging 1-B, in Southfield, reported that child care was said to be the issue of the '80s and 'eldercare is going to be the issue of the '90s. To-

day the average 40-year-old couple has more living parents than children and will spend more years caring for parents than children.

McGuire, who lives in Pleasant Ridge, said he has a 93-year-old frail grandmother, and a 63-year-old mother, who only needs help at present in having house gutters cleaned. He and his wife work full-time and have 20-year-old twins in college and a 2-year-old. Not merely sandwiched, "I feel more like I'm in a layer cake," he said.

Eldercare is complicated because it combines health issues, along with financial and housing considerations. McGuire advised tackling the problem "the way that professionals do. They try to break things down to their simplest elements — activities of daily living," such as grooming yourself, preparing meals and cleaning the house. He recommended getting assistance for those few items they cannot do, maybe having a hot meal brought in by a neighbor or Meals on Wheels, or paying a health care agency to come in and provide assistance with bathing.

FASHION CALENDAR

FRIDAY, SEPT. 17

For men
Select from fine fabrics and styles in tailored clothing at Burberry's fall trunk show for men 10 a.m. to 9 p.m. Friday, Sept. 17, and Monday, Sept. 20; 10 a.m. to 6 p.m. Saturday, Sept. 18, and Tuesday, Sept. 21; and noon to 5 p.m. Sunday, Sept. 19, at Burberry's at the Somerset Collection in Troy.

Fashion shows

In-center fall fashion shows, with light luncheon at noon Friday, Sept. 17; general seating 1 and 3 p.m. Saturday, Sept. 18, at the Somerset Collection in Troy. For reservations call 643-6360.

Neiman Marcus

TSE Cashmere Trunk Show, with representative visit 10 a.m. to 4 p.m. and informal modeling 11 a.m. to 3 p.m. in Designer Sportswear, Level Three, at Neiman Marcus at the Somerset Collection in Troy.

SATURDAY, SEPT. 18

Patricia Miles

Anniversary celebration features informal modeling of Donna Jessica, multi-fabric sportswear; Stanley Gretzinger, sportswear;

Martin Bernstein

hand-painted casual wear and accessories, and Sage laces 8 p.m. to midnight at Patricia Miles at The Boardwalk at Orchard Lake Road in West Bloomfield.

Roz & Sherm

Plus, as in best of class, will be informally modeled noon to 4 p.m. at Roz & Sherm at Bloomfield Plaza, Maple and Telegraph roads in Bloomfield Township.

Hickey-Freeman

Hickey-Freeman Trunk Show, with representative visit 10 a.m. to 6 p.m. in Men's Clothing, Level One, at Neiman Marcus at the Somerset Collection in Troy.

Saks Fifth Avenue

Giorgio Armani Le Collezioni Autumn '93 Collection with special representative 1-3 p.m. in Men's Clothing, first floor, at Saks Fifth Avenue at the Somerset Collection in Troy. Ballmen's Footwear Autumn '93 Collection in Men's Footwear, first floor. Coach Leatherwear Autumn '93 Collection, with special representative, in Men's Accessories, first floor.

TUESDAY, SEPT. 21

Chanel accessories

Chanel Accessories Autumn '93 Collection, with special representative, plus informal modeling 11 a.m. to 4 p.m. Tuesday-Wednesday, Sept. 21-22, at Saks Fifth Avenue at the Somerset Collection in Troy.

Premier showing

Formal premier showing of SAHZA Autumn '93 Collection to benefit Michigan Opera Theatre spring '94 production of "Cinderella" in Troy store. Libations and savories at 6:30 a.m., fashion show at 6:30 and afterglow at 7:30 in Designer Sportswear, second floor, at Saks Fifth Avenue at the Somerset Collection in Troy. Tickets \$25 patrons, \$50 benefactors. For information call SFA at 643-9000, Ext. 3117.

WEDNESDAY, SEPT. 22

Loro Piana

Accessories, Level One, at Neiman Marcus at the Somerset Collection in Troy.

THURSDAY, SEPT. 23

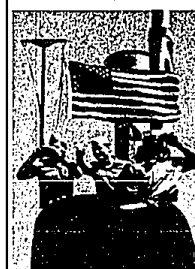
Ellen Tracy

Ellen Tracy Autumn '93 Collection Day with special representative Karen Ritorian.

At Saks

Wacoal Intimate Apparel Fitting Clinic with special representative Sandra Krump 1-4 p.m. in Intimate Apparel, third floor, at Saks Fifth Avenue at the Somerset Collection in Troy. Country Day with special representative Karen Ritorian in Active Sportswear, second floor.

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