

NEWS

The Evergreen State College
Olympia, Washington 98501 753-2780

FOR IMMEDIATE RELEASE
December 11, 1969

An equal opportunity policy, which in the words of President Charles J. McCann, "takes us that extra mile beyond what is necessary to comply with rules and laws," was adopted today in Olympia by the Board of Trustees of The Evergreen State College.

The policy states: "The Evergreen State College requires that its faculty, administration, and staff, all who develop programs at the college; and all agencies, persons, vendors and other organizations who do business with the college, comply with the spirit of equal opportunity and with the letter of all applicable federal and state statutes and regulations.

"Compliance in this sense requires that these individuals and groups not discriminate in their personnel policies and that they take affirmative action to offer opportunities for equal employment, job promotions and other activities to all persons regardless of race, color, religion, sex or national origin.

"The college, to the extent that it can enforce this policy, expects and will determine compliance as a condition of engaging in business for or with the institution or group. The policy applies to all groups and individuals so engaged regardless of where located or the form of service performed.

"Through this policy, the college seeks positive and affirmative action to help open job and program opportunities for minority groups, prevent discrimination against their members in recruitment and employment, and assure non-discriminatory advancement opportunities. To insure compliance, the college expects to ask for and analyze information related to employment policies and practices of all individuals or groups with which it does business."

Dick Nichols, Director
Information Services

The policy pledges not to subject those affected to harrassment or burdensome administrative detail, but adds that "those to whom it applies may expect firmness since the college expects its full and impartial implementation".

Discussing the policy, President McCann remarked, "This is more than a simple statement concerning problems relating to minority groups. It puts pressure on all of us on the staff and those with whom we deal to follow not only the rules but also aggressively try to assure that equal opportunities exist."

While approving the policy, trustees, at the recommendation of college staff, took no action on a proposed addendum spelling out specific rules covering construction contracts. The State of Washington already has begun drafting a uniform set of equal opportunity regulations for inclusion in all of its contracts, including those for institutions of higher learning.

In other business today, the board of trustees:

--Approved making application for a share of whatever federal Higher Education Facilities Act funds congress allocates to the state in the next fiscal year. The state's projected allocation is estimated between \$650,000 and \$900,000. Evergreen will apply any funds received to its library construction project.

--Presented a memorial resolution to Mrs. Garrett Heyns, widow of the late Director of the Washington State Department of Institutions, commemorating her husband's many years of service to the state.

--Set the third Thursday of each month as the date and 1:30 p.m. as the time for future board meetings. The next session is scheduled for January 15 in Olympia.

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