

Title IX is forcing changes

By NADINE BROZAN

New York Times Service

NEW YORK — Last season the girls' volleyball team at West Hempstead High School in Long Island had to walk a half a mile and practice in an elementary school gymnasium. The reason: their own gym was being used for boys' basketball.

This season the girls have won a concession. They can practice at their own school except for once or twice a week.

The gains made by the volleyball players toward attaining equal treatment of the sexes in athletics are being duplicated, in varying degrees, across the country. Absolute equality, however, remains elusive.

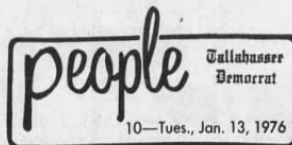
Under a 1972 act of Congress — Title IX of the Education Amendments — it is illegal for the 16,000 public school districts and 2,700 colleges and universities that receive federal aid to discriminate against women in physical education or athletic competition. Regulations to implement the law were issued last July by the Department of Health, Education and Welfare.

THE SPORTS REGULATIONS have generated a furor that has almost obliterated from the public eye the fact Title IX also bans discrimination in all school courses, extracurricular activities, services, financial aid, other benefits and the use of facilities, as well as in the employment and compensation of faculty and staff.

Because of anticipated complications, the government granted an adjustment period for full compliance in sports programs.

Elementary schools were given up to a year to make all physical education classes coeducational. High schools and colleges were given up to three years to do such things as permit women to try out for men's teams in noncontact sports where no female teams existed, allow women to have their own teams in contact sports if warranted by demand, award athletic scholarships to women at institutions that give them to men and guarantee equality in supplies, facilities, coaching and travel allowances.

But the law specifies that no school is obligated to spend equal amounts of money on



women and men. The aim is not duplicate programs, but equal opportunity.

Schools and school districts were required to publicize Oct. 18 their intentions to ban discrimination on the basis of sex and to appoint an official to handle grievances. They were given a year to conduct self-evaluation of their athletic curriculum.

AT PRESENT, educators, administrators, coaches, government officials, Title IX officers and feminists are involved in meetings to interpret the law and its ramifications.

Bernice Sandler, director of the project on the status and education of women for the Association of American Colleges, helped formulate the law. As she sees it:

"Athletics really gets at the basic stereotyped notions of what men and women are like. Everyone is struggling with legal precedents and theories that are not so clear in sports as they are in other areas. You know you need some separate but equal offerings and some integrated ones, and people are trying to figure out what fits where."

"So far there has been more activity at the college level. The question of sex discrimination has long been recognized there as an issue," she said.

A SPOT CHECK of universities supported her contention.

At the University of California in Los Angeles, the budget for women's athletics was increased from \$190,000 last year to \$260,000 this year.

At the University of Texas in Austin, which in many ways typifies the big-time football campus, funding for women's sports has been increasing by more than 100 per cent a year. Two years ago the budget was \$27,500 last year, it was \$58,000 and for the current academic year it is \$128,000.

But as Donna Lopiano, the university's new director of inter-collegiate athletics for women, reviewed the criteria for equality suggested by the Department of Health, Education and Welfare, it became apparent that many inequities persist at Texas.

AMONG HER FINDINGS were the following:

— On the nature and extent of sports programs for women: "You might argue that seven sports for men and seven for women is absolute equality, but if you have places for 290 men and 148 women on those teams and women comprise 42 per cent of the student population, that is not proportionate."

✓ On the provision of equipment and supplies: "Men get \$350,000 a year. We get \$26,000. We're not saying we want \$351,000; after all, it costs \$700 to outfit a male football player and less than \$70 for a female basketball player, but to be equal we do need \$71,000. We're not even minimally equipped for any team."

On scholarships: "There are now 216 scholarships available for 290 men, or two for every three athletes. Women have 10 full scholarships, or one for every 15 athletes."

✓ On the provision of housing and dining services: "Male athletes on full scholarship have housing and dining included in their grants. Women do not. Male athletes have a \$240,000 training table for meals. We have none."

MANY EDUCATORS contended that although discrimination in athletics was more blatant at the university level, its abolition was more crucial in the lower schools.

"Junior and senior high school is a critical time, but girls are still being told that there's no room for them as athletes, that being an athlete is weird," said Holly Knox, director of the project on equal education rights sponsored by the legal defense and education fund for the National Organization for Women.

"For the girl who wanted to play basketball in junior high school and didn't because there was no team," she said, "it makes no difference if there's a team in college. She will already have dropped out."

Women Athletes Aspire to One Title: IX

WASHINGTON, D.C. (FNS) — The girl's high school basketball and gymnastic teams in Fairfax County, Va., a suburb near here, no longer are shunted off, five days a week, to the cramped quarters of the smaller "girls' gym."

Now, the field house in the county's 22 high schools is divided equally for after-school practice between the boys and the girls. For the first time, the girls' basketball team has two sets of uniforms, like the boys, for visiting and home games and they even compete with boys on high school cross country, track and field and golf teams.

The surprise is that the government, not women's sports advocates Billie Jean King or Gloria Steinem, has created this push for equality in sports.

The government's weapon is an obscure but wide-sweeping law called Title IX of the Educational Amendments of 1972.

Women's groups consider it one of the most significant laws since they won the right to vote. But Title IX is as controversial as school busing and as confusing to many as an IRS tax form.

Recently, nineteen members of the Yale's women's varsity crew team gained national publicity when they stripped naked before the school's director of physical education to protest inadequate shower facilities for the team. Title IX was at it again. The words were emblazoned in Yale-blue

paint on the women's chests and backs.

Title IX bars sex discrimination at any school receiving government assistance, even through loans or grants to students. By July, with the exception of high school and college athletic departments, which have until July 1978 to comply, most school's must have taken major steps to eliminate sex discrimination against school personnel and students.

As that deadline approaches, most school systems slowly are beginning more to comply with the massive law, indicated by interviews with more than two dozen school-related, women's federal and state officials.

By March, only a handful of schools around the country—some 16,000 public school system and 2,700 higher education institutions are affected by the law—were close to meeting most of the law's requirements, officials say. But most credit Title IX with a number of major accomplishments already. Just a few included:

—The creation of numerous athletic scholarships and jobs and accelerated women's sports programs.

At George Washington University here, for instance, a school with 15,000 students, female athletes competing in eight school sports will receive at least 34 scholarships, totaling about \$90,000, during the 1976-77 school year. The school's current athletic budget for women is \$60,000, up

from a mere \$3,000 last year. The school's athletic director for women, Lynn George, has eight part-time coaches and a direct voice on how money is spent and practice time scheduled.

—Hundreds of workshops, seminars and conferences to acquaint teachers and school administrators with sex discrimination concepts. In Ann Arbor, Mich., all elementary and secondary school teachers are required (programs in many other school districts are voluntary) to attend workshops underlining various discriminatory classroom and school practices.

Some of the "Don'ts" covered at the workshops include: pitting boys against girls in spelling bees, group games and other activities; assigning classroom chores, such as carrying books or cleaning the blackboards, continually to one sex; and restricting many after school activities, such as model airplane clubs, to boys or girls only.

Expanded educational offerings for boys and girls. In the Westlake, Ohio, school system in suburban Cleveland, plans are underway for a practical arts program in which male and female students will receive introductory courses in home economics, industrial arts and other skills. Boys in the district already actively participate in many high school home economics courses.

Education-related officials are divided in assessing how representative these changes are and how quickly most schools are moving to meet Title IX requirements.

Some, like Kent Boesdorfer, an Ohio official with a federally-funded program at Kent State University which helps Ohio schools comply with Title IX, believe the law has caused major changes that otherwise would have occurred slowly, if at all.

"I have seen so much movement in public schools," he says "between where they were at this time last year and where they are now, that I've seen the law do in one year what some of them wouldn't have done in 10."

Margaret Dunkle, associate director of the Association of American Colleges' Project on the Status and Education of Women, agrees. "Every place I've talked to, they're moving especially in sports," she says. Dunkle and Bernice Sandler, project director, criss-cross the country to explain Title IX to numerous groups.

Labor and other women's group leaders are more pessimistic about the accomplishments of Title IX. "Too many school administrators have the idea, if we ignore it, it will just go away," says Phyllis Van Zyl, president of the Oregon Education Association. She describes the state's superintendent of instruction, responsible for enforcing both Title IX and a state anti-sex discrimination law, as a "first class fence rider."

Recently, she says, a Klamath Falls, Ore., teacher was told to resign because she was pregnant—a clear violation of Title IX and several other federal laws and orders. The Oregon teachers union fought for the teacher and won her back pay in a grievance settlement, she says.

Holly Knox, director of the Project on Equal Education Rights, a National Organization for Women-funded program monitoring the new law, adds that the Department of Health, Education and Welfare has watered down the law with various guidelines intended to clarify Title IX.

A memo, for instance, issued by HEW in September to clarify sports requirements under the law "has loop holes you could drive a truck through," says Knox, a for-

mer HEW official, who chaired a task force investigating discriminatory practices in HEW education programs. She considers the 10-page sports memo "one of the best examples of government gobbledegook I've seen."

Many athletic directors agree with Knox on that issue, but little else. In late February, the National Collegiate Athletic Association filed suit against HEW, demanding a clarification of Title IX and its athletic requirements.

In the past, NCAA officials claimed that Title IX would destroy popular male intercollegiate sports programs such as football at the expense of the few women's sports with minimal campus support.

"No major college can continue its football program and comply with this . . . law," NCAA president John Fuszak of Michigan State University told a Senate subcommittee.

Women's group leaders reply that most college sports for men are heavily subsidized, at the expense of male and female students, and constantly lose money. "If the major men's sports go out of existence, it will be suicide, not because Title IX is the Robin Hood of intercollegiate athletics," says Margaret Dunkle.

Out-of-We Among Yo

(CNS) — Cheryl is a stunningly beautiful girl, with the grace and poise of a fashion model. Her appearance, with the exception of her hands that of a young woman of 19 or 20.

Her hands are the small, soft hands of a child. They are holding a baby.

At 15, Cheryl is one of increasing thousands of teen-

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STATE EDUCATION DEPARTMENT

Discrimination Guides Skipped

By CLAUDIA TOWNSEND

Constitution Washington Bureau

WASHINGTON — The Georgia Department of Education has failed to take any of the basic steps required by the federal government to combat sex discrimination in state education agencies, a national women's group charged Monday.

Corbin Sanders, the state Education department's personnel officer, said Monday the reason for the failure is that he has not yet read the federal anti-discrimination guidelines that were published in the Federal Register nearly a year ago.

"I'll be honest with you," he said in a telephone interview, "I have not seen the guidelines The federal government takes the attitude that they publish their regulations in the Federal Register, and it is the responsibility of each agency to which they apply to be aware of them."

"I do not review the Federal Register; I just don't have the time. My guess, is the regulations have been published in the register, but I have not seen them," he said.

Federal agencies often send out notices of regulations about to be published, to alert interested parties to the coming publication. Sanders said he cannot say that HEW failed to notify him of the pending publication of the anti-discrimination regulations.

"I can't say they haven't done that," he said. "The letter may have come into this office, but I haven't seen it."

Holly Knox, spokeswoman for the Project on Equal Education Rights (PEER) of the National Organization of Women's Legal Defense and Education Funds, said Monday that Georgia is the only state in the country that claimed not to have seen the anti-discrimination

guidelines.

PEER filed a formal complaint with HEW calling for an investigation of 41 states that have failed to comply full with the anti-discrimination regulations.

Of those 41, four have met with none of the basic anti-discrimination guidelines, according to the complaint. Those four are Georgia, Indiana, South Dakota and Vermont.

Failure to comply with the anti-discrimination requirements in the law can result in a cutoff of federal funds to the offending education agencies. According to PEER's calculations, Georgia receives \$102 million in federal funds that could be withheld for violation of the regulations.

An HEW spokesman here said the complaints will be investigated in HEW's 10 regional offices around the country. A violation must be proven and federal and state officials must fail to negotiate a settlement to the complaint before any action can be taken toward cutting off funds, he said.

PEER based its formal complaint on a two-month survey of state education agencies around the country. The group chose five basic requirements of the law and checked to see how many agencies had met those requirements.

The survey found that 41 agencies failed to meet at least one of the basic steps, with 33 failing to meet several.

The requirements in question all have to do with the agencies' creation of mechanisms for finding and handling cases of sex discrimination among their employees.

The law basically requires the agencies to designate an employee to be in charge of coordinating anti-discrimination activities; to notify all employees of the name and address of that coordinator and of their rights under the anti-dis-

crimination law; to establish and publish grievance procedures for resolving sex discrimination complaints, and to conduct a thorough review of existing policies to be sure none are discriminatory.

Georgia education personnel officer Sanders said that the state has attempted to open its promotion and recruiting efforts to include a wider range of employees.

For the past two years, the department has had a requirement for advertising at least within the department any vacancies that occur, and requiring that personnel officers report what kind of consideration was given to all the applicants for each position.

"It's not quite what they're asking for under Title IX (the anti-discrimination-in-education section of the law)," Sanders said, "but it's part of the approach we're taking for affirmative action."

He said the state also has an established procedure for handling all employee grievances, including those involving sex discrimination. Sanders said there has never been a formal sex discrimination grievance filed in the education department.

Dr. Joe Edwards, assistant state school superintendent, said Monday that he would not respond to the PEER charges because he hasn't seen them yet.

However, he added, "I think that under our system we are being reasonable; we are without a doubt giving consideration to all persons who apply. I feel confident in what we're doing."

He emphasized that the state department has made efforts to acquaint local school systems with the provisions of the antidiscrimination law and to help the local systems comply.

Montana involved in NOW charges

By JOHN STOWELL
Associated Press Writer

WASHINGTON (AP) — A national feminist organization said Monday it will file sex discrimination complaints with the federal government against 40 states and the District of Columbia, accusing them of violating the 1972 Education Amendments.

The complaints will be filed across the country in 10 regional locations of the U.S. Office for Civil Rights, according to the NOW Legal Defense Fund's Project on Equal Education Rights (PEER).

If upheld, the states could lose about \$3.4 billion in

federal education aid, PEER said.

The suit charges that the states' education agencies ignored federal regulations requiring them to make sure their practices complied with the law. The suit also claims the agencies:

- Failed to let employees and others know their rights under the law.

- Never set up a formal process to resolve sex bias charges.

- Neglected to appoint a staff member to assure equal treatment of both men and women.

PEER Director Holly Knox said, "They sound like tech-

nicalities, but if an agency takes these requirements seriously, it can tackle its own sex bias problems without risking interference from federal enforcement officials.

"State education agencies work quietly outside the public spotlight, but they have a powerful impact on public education," she added. "When state officials break the law guaranteeing equal opportunities for girls and women, it affects students and teachers in every school district in the state."

Knox said the charges were based on a recent PEER survey of Title IX progress in all

states and the District of Columbia.

Title IX prohibits discrimination against girls and women in public elementary schools, secondary schools, colleges and universities.

PEER operates under the umbrella of the National Organization for Women and is supported by money from the Ford Foundation.

The states accused of sex discrimination violations and the amount of federal funds funneled through each state include: Colorado, \$50.3 million; Montana, \$19.7 million; Utah, \$25.6 million and Wyoming, \$10.1 million.

Montana schools fare well in resolving sex bias cases

HELENA (AP) — A national women's group will release a report Monday charging that the federal government has been lax in resolving complaints of sex discrimination in schools throughout the country, including Montana.

The report lists nine complaints of sex bias in education filed by Montanans between 1973-1976 as among 913 cases studied by the group — Project on Equal Education Rights (PEER), a project of the National Organization of Women Legal Defense and Education Fund.

But an investigation by The Associated Press revealed that only one of the nine Montana cases is unresolved and that case is hinged on a vacillating policy decision in Washington, D.C.

PEER, based in Washington, D.C., released a statement to news

service bureaus in various states across the nation saying, "There are school districts in your state which have been accused of sex discrimination against their students and employees. That discrimination violates federal law — Title IX of the Education Amendments of 1972. The Department of Health, Education and Welfare, responsible for enforcing the law, is not doing its job, and school districts in your state may be getting away with violations."

Holly Knox of PEER said HEW has done "practically nothing to enforce the law." She called the agency's investigations shoddy.

Lynda Weston, also of PEER, said during a telephone interview Friday that a case in point was the resolution of a May 1976 complaint against the state Office of the Superintendent

of Public Instruction (OSPI) in Helena.

PEER itself filed that complaint, alleging that the state school superintendent, while doing a good job to end sex discrimination within Montana school districts, was falling down on the job as far as informing her own employees about new anti-discrimination requirements.

Ms. Weston said the superintendent simply sent a letter to the Denver regional office of HEW saying the situation would be corrected and a Title IX coordinator would be appointed within days. HEW thereupon found the Montana OSPI in compliance, Ms. Weston said.

The eight other Montana cases involved these circumstances:

- Butte School District No. 1 was charged by an employee in 1976 with sex discrimination relating to mater-

nity leave. Leonard Loop, of HEW's Denver office, said Friday this case arose from ambiguous language in a union contract and was resolved when the maternity leave rule was clarified.

- A complaint was filed against Kennedy Elementary School in Butte in 1973 regarding an experiment to segregate boys and girls in first grade classes to see if boys did better without pressure from girls who develop faster at that age and if girls did better doing the kinds of things girls like to do. Ms. Weston said. The program was found to be in violation by HEW and it was ended.

- A woman teacher in the Florence-Carlton Consolidated School District filed a complaint in April 1975 alleging she was denied tenure because her husband, a fellow teacher in the district, ran afoul of the district for

competency reasons. HEW dismissed the complaint saying it did not come under the jurisdiction of the sex discrimination laws it was to enforce.

- A much-publicized 1975 case from the Melstone School District involved a family's fight with the district over hair length of two boys. The family charged that the boys and their sisters were harassed about the boys' long hair to the point that the family, new to the area, had to move out of state. HEW said the school's grooming code was a violation of the law and the code was revised after the family left.

- A 1975 boys' hair-length dispute in Drummond remains unresolved. Loop said the reason is that HEW officials in Washington can't make up their minds on whether long-hair complaints fall under the authority of Title

IX.

- Another 1975 hair dispute in St. Regis was resolved in a month's time when the district changed their policies.

- A woman school employee complained in 1974 of sex discrimination in Missoula School District No. 1, alleging she was passed over for a promotion in favor of a male. HEW found the case may have involved cronyism, but not sex discrimination.

- The file on another Missoula complaint in 1973 has been lost by HEW.

Questioned about the HEW actions in Montana, Ms. Weston conceded that the Denver office is one of the better regional offices when it comes to enforcement of the sex laws.

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NOW Accuses HEW Of Inaction On Sex Bias

By **ROBERT L. JOINER**
A Washington Correspondent
of the Post-Dispatch

WASHINGTON, Nov. 8 — The National Organization for Women has accused the Department of Health, Education and Welfare of not taking action on hundreds of sex discrimination complaints.

In a report made public yesterday, the organization charged that only one in five of the 858 discrimination complaints filed since 1972 had been resolved by 1976.

The report said that HEW had taken an average of 14 months to resolve each complaint and that only 61 complaints had been investigated and resolved within six months.

The report was made by NOW's Project on Equal Education Rights, which was established in 1974 to monitor the federal government's activity in enforcing laws against sex discrimination in public schools.

According to NOW, 38 sex discrimination complaints were filed against Missouri school districts between 1972 and October of last year. Officials of NOW had no information about the complaints status. An HEW official said that he could not determine immediately how many of the complaints had been resolved.

The report said that two complaints were filed against the Ladue School District, one against Hazelwood, three against Kansas City schools, one against the Columbia School District and the rest against districts in small Missouri towns.

"Congress outlawed sex discrimination in the public schools five years ago, but HEW has done practically nothing to enforce the law," Holly Knox, project director, said in a statement accompanying the report.

"Hundreds of people have written HEW for help under Title IX," Ms. Knox said. "They couldn't get into classes or couldn't get jobs. They were denied equal pay or the chance to play sports solely because of their sex."

Ms. Knox said that HEW's enforcement efforts have resulted in only 18 of the nation's 16,000 school districts agreeing to change bias employment practices, 21 agreeing to upgrade sports programs for girls, 77 agreeing to open single-sex courses to both sexes and 20 agreeing to change sex-biased student rules.

David S. Tatel, director of HEW's Office of Civil Rights, agreed with the findings of NOW's report, but he said that the study failed to take into account efforts by the Carter administration to end sex discrimination.

Califano gets blame Critics say Title IX is still behind 8-ball

By MICHAEL PUTZEL
Associated Press

WASHINGTON — A Rhode Island man complained that his son was the victim of sex discrimination because the toilet stalls in the girls' bathroom at school had doors and those in the boys' bathroom didn't.

A federal civil rights official in Seattle accused the Bellevue, Wash., schools of illegal discrimination because a statistical survey revealed that school officials had spanked several boys but no girls.

In its own defense, the Office for Civil Rights in Washington quickly points out those cases never got very far.

BUT FOR SOME they have symbolized the federal government's efforts to enforce what school officials, feminists and the National Collegiate Athletic Association call Title IX, a six-year-old law that makes it illegal to discriminate on the basis of sex in any federally assisted education program or activity.

The law unquestionably has revolutionized interscholastic athletics, and officials boast of correcting hundreds of substantial violations in the classroom and personnel office, if not the lavatory.

After the toilet door matter sat around about a year, the U.S. Office for Civil Rights decided Congress did not intend for it to worry about such things and dismissed the complaint. And when he heard about the spanking case, civil rights director David Tate rescinded a regional finding and dropped that charge, too.

Tate's office, an arm of the Department of Health, Education and Welfare, points to recent settlements, like one in which 85 female teachers in West Virginia shared \$100,000 in back pay for past abuses, as evidence the government is not obsessed with trivia.

Some critics of the office agree — up to a point.

"HAS THE GOVERNMENT spent six years running after trivial issues? I'd say the answer is definitely no," says Holly Knox, director of the non-profit Project on Equal Education Rights. "It's spent six years not doing very much at all."

Despite her dissatisfaction, Ms. Knox is among the first to point to the sweeping changes in athletics.

"In 1972, there were 12 boys for every girl playing interscholastic sports on the high school level," she said. "Today, that ratio has narrowed to 2½-to-1."

"And it's a lot clearer today than it was six years ago why that's important. Women are beginning to realize that sports are an important training ground for the future of girls as well as boys, that there are things kids learn on the playing field that they don't get anywhere else in the education system."

Sports have received a lot of the attention, but federal officials have found sex discrimination in many areas.

A medical school required higher grade averages for females to be accepted than for males, and some colleges used different residency requirements for the two sexes and even charged unequal tuition.

A California high school offered "Auto Mechanics I" for boys and "Elementary Autos for Girls." Another had "Cooking" for girls and "Bachelor Cooking" for boys.

A CURRICULUM BROCHURE for still another school described a course called "Marriage and Family Planning" as all about "finding a husband and planning a family." (Federal officials say that, while that description constituted an obvious violation, classes dealing specifically with human sexuality may be segregated by sex.)

But in many cases, Ms. Knox says, HEW has not decided thorny questions behind complaints. Soccer and hair length are two cases.

In June 1975, HEW exempted "contact sports" from its rule giving girls the right to try out for boys' teams if no comparable girls' teams existed. More than three years and many complaints later, it still can't decide whether soccer is a contact sport.

The dispute over hair length and dress codes is even older. Colleen O'Connor, a spokeswoman for the civil rights office, says the government has 112 cases pending on hair length, most of them involving school rules that say boys mustn't wear their hair beyond a



certain length but setting no similar standard for girls.

"There's just no consensus on that issue," Ms. O'Connor said.

Ms. Knox blames HEW Secretary Joseph A. Califano Jr. "Califano has simply been unwilling to say what the law is," she said. "I may think it's trivial for a school to tell a kid how long to wear his hair, but when the kid gets thrown out of school it becomes important."

"More than any of his predecessors, Califano has taken personal control of decisions on Title IX," she added. "And the biggest hangup is still just deciding what the law means... I think it's obvious he does not have a strong personal commitment to equal rights for women."

ANOTHER GROUP, the National Coalition for Women and Girls in Education, recently accused Califano of "foot-dragging" and insisted that he announce his long-promised plans for enforcement of

Title IX in college and university athletics.

HEW Undersecretary Hale Champion said a draft policy statement on the subject is still being reviewed and changed, but a final draft could be made public later this month.

Ms. O'Connor says the civil rights office got off to a slow start on Title IX but has closed nearly 1,100 cases in under two years, nearly twice as many as the previous administrations closed in four years.

Rosa Wiener, chief of the office's sex discrimination branch, said many people have concluded Title IX is silly because some apparently trivial issues have received widespread publicity.

"It may not seem important whether girls and boys take cooking together," she said, "but when a career counselor tells a girl she shouldn't take a certain vocational course because 'that's for boys,' it may directly affect the girl's future life and income."

"Now that's blatant, it's serious, and it's not funny."

Education Today....

Title IX: Still Struggling
By

William C. Baker

La. Assn. of Educators

Last month, July, all schools and colleges in this nation were required to be in compliance with Title IX, but women's sports groups were not celebrating the accomplishment. Some six years after Congress passed the ban on sex bias and three years after the regulations went into effect, national women's groups are charg-

ing that HEW's enforcement has been nil from the start.

The Carter administration, particularly HEW Secretary Joseph Califano, Jr., has been blasted for "adding its own brand of red tape and delay." Title IX proponents say that a minimum of 27 officials must review even minor rulings and that HEW has over 1,400 sex discrimination cases pending in its files.

HEW's failure to follow up on sex discrimination charges filed by school

Commissioner of Agriculture Gil Dozier today announced the operation of the Homer Livestock Comm.

employees drew the most bitter complaints. A Georgia teacher who was fired for filing a Title IX complaint, said that "in eight months, HEW has taken no action to help me." This issue has been complicated, however, when three federal judges threw out Title IX regulations covering school employees. Because of this, HEW's Office of Civil Rights is "acting as if those cases didn't happen."

There is a bright side to the picture. Many of the HEW critics acknowledge that girls have come a long way in school sports. They give the credit, however, to local communities and their educators. The number of girls participating in varsity sports is up 500% in five years, said Holly Knox of the Project on Equal Education Rights. But many girls' teams still lack adequate funding, coaching, equipment and facilities.

Ms. Knox called vocational education "the last bastion of single-sex education." From 1972-1975, the percentage of girls in technical education rose only 1% to 11%.

Here in Louisiana, while you don't see girls participating on high school and college football teams, there has been steady improvement in providing varsity sports opportunities for women. We realize that girls varsity athletics are still far behind those for boys, but we have been making progress in a sane and reasonable manner.

Many La. school systems have hired women coaches who work right along side their male counterparts. Probably the most notable achievement in this area has been at the college level. Women's basketball teams from LSU and Southeastern La. Univ. have distinguished themselves in recent years with national championships in their divisions.

Yes, you've come a long way baby, but you've still got a long way to go.

THE COTTONPORT LEADER PUBLISHED THURSDAY AFTERNOON

P. O. Box 366
Cottonport, Louisiana 71327
Phone 876-3614

SECOND CLASS POSTAGE PAID AT
Cottonport, Louisiana 71327
Publication No. 563940

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OFFICIAL JOURNAL
For The
Towns of Cottonport and Plaquemine
Cottonport Housing Authority
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SUBSCRIPTION RATES [Payable in Advance]

\$4.25 Avoyelles Parish
\$5.25 Out of Parish

THE AVOYELLES POST SECTION

Editor..... Randy DeCuir
Columnist..... Fran Harvey
Production..... Odile Beauregard

Mon., June 26, 1978 PRESS, Binghamton, N.Y. 9-A

Women run for Title IX action

WASHINGTON (AP) — Women's groups, who want better enforcement of a law against sex discrimination in education, are staging a three-mile "break-the-red-tape-run" to spur government action.

They were getting some fast results, at least on the symbolic level, even before today's noontime run to the headquarters of the Department of Health, Education and Welfare.

Refusing to take the protest sitting down, several top HEW officials were bringing their sneakers and sweatsuits to work to join the runners.

Secretary Joseph A. Califano Jr., 47, who sometimes jogs around the Mall on his lunch hour, may lead the HEW harriers.

"They're all welcome if they want to show they support Title IX. If Califano comes, he'll hear what we have to say," said Holly Knox, director of the Project on Equal Education Rights and an organizer of the demonstration.

Title IX is the section of a 1972 law that bars sex discrimination in any education program receiving federal aid. It covers virtually all the nation's 16,000 school districts and 3,500 colleges, universities and other post-secondary schools. The pressure to upgrade women's athletic programs has come from Title IX.

But the National Coalition for Women and Girls in Education, an umbrella organization of 33 groups, charges that the federal government is still foot-dragging on its responsibility to enforce the law.

"It's true Title IX enforcement is not all everybody would like it to be . . ." said Colleen O'Connor, spokeswoman for HEW's Office for Civil Rights. "We are right now ready to adopt a more aggressive enforcement program because we have spent the past year trying to remedy the problems of the past."

But Knox said Califano has added a new layer of bureaucracy that has tied up decisions on federal policies about sex discrimination.

At least 27 officials, including Califano himself and all his top assistants, personally review "even the most minor rulings" and frequently hold them up, she said.

NOW says

Parity between men and women still long way off

by DEAN REYNOLDS
WASHINGTON (UPI) — With a new school year getting under way, the National Organization for Women said today women still have a long way to go to achieve parity with men in the American educational system.

The results of a survey released by NOW's Project on Equal Education Rights ranked the nation's 50 states and the District of Columbia according to the significance of female representation in the local educational system.

Alabama had the worst record, while the District of Columbia showed the greatest and most meaningful representation of women in its educational establishment.

Data came from "public and private sources," NOW said. Funding was provided by the

Carnegie Corp., the Ford Foundation, the Rockefeller Family Fund and a number of other private organizations.

Roles in interscholastic athletics, school administration and participation in traditionally male-dominated vocational training were among the criterion used to rank the states.

Among the survey's findings for the nation as a whole:

—Although women account for nearly seven of 10 classroom teachers, they hold only one of 10 top school administrative jobs such as superintendents, assistant superintendents, principals and assistant principals.

—Girls represent 11 percent of students in the traditionally male vocational programs of agriculture, technology and trades and industry.

—A third of high school interscholastic athletes are girls, up from just 18 percent seven years ago.

Since the 1972 onset of Title IX, the statute barring sex discrimination in school sports, "girls have made tremendous gains on the playing field," said project director Holly Knox. "But 50-50 is the goal. We have a long way to go."

Knox was particularly critical of disparity within the top echelons of school administrations.

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