During the 1972-73 Academic Year, the Human Rights Committee considered and acted upon matters brought to its attention in the areas delineated below:

**Student Grievance Procedures**

Early in the year the Committee requested Schools and Colleges to establish grievance procedures at the departmental level to assure due process and fair hearings for students with academic grievances. Letters from Deans, in response to this request, have indicated that such procedures have been established or were being developed in most Schools and Colleges. The Committee plans to continue its follow-up to this request.

**Human Rights Grievances**

Situations brought to the attention of the Committee for consideration as human rights grievances increased fourfold within the past year. Most referrals were handled short of formal hearings through discussion and mediation undertaken by the Chairman. The increase in referrals placed considerable strain on the committee's resources and prompted requests to the University Committee and Vice Chancellor Walters for budgetary and secretarial assistance. In addition, the committee adopted a more clearly articulated set of procedures for handling the increased number of grievances brought to its attention.

**Administration of Financial Aids**

Formal hearings on a grievance filed with the Committee led to a series of recommendations regarding the administration of financial aid programs for students. These recommendations were offered in the form of a resolution to the Faculty Senate on March 15 (See Fac. Doc. 763).

In addition to those recommendations contained in the resolution sent to the Faculty Senate a number of recommendations were forwarded to the Student Financial Aids Office. To date there has been no response from the Financial Aids Office to the Committee's recommendations.

**Affirmative Action Program**

The Committee maintained its interest in the Affirmative Action Program by consulting on plans to implement revised guidelines issued by the Department of Health, Education, and Welfare. The Committee also sent a letter to Vice Chancellor Walters reaffirming support for the Affirmative Action Program and the use of Affirmative Action Recruitment Funds to encourage the recruitment of minority group and women career appointments.

**Personnel Policy Guidelines**

The Committee reviewed two documents forwarded from the Associate Vice President for Academic Affairs Office and from the University Committee concerning revised personnel policy guidelines for the University System.

Of concern to the Committee was the potential for discriminatory practices when vague or ambiguous standards are used in recruiting, hiring, and promoting faculty and staff.
Campus Police

Acting upon information brought to its attention and with consultation from Assistant Chancellor John Solon and Special Assistant to the Chancellor William Winograd, the Committee has formed a subcommittee to investigate practices of the Campus Police. Specific areas to be investigated are:

a) alleged mishandling of arrest and contact records,
b) alleged possession and use of illegal wire-tapping equipment,
c) alleged searching of faculty offices,
d) alleged seizures and/or copying of faculty documents.

This investigation is being undertaken at the present time. Membership of the subcommittee includes faculty from outside the Human Rights Committee as per Ch. 34.27.

Respectfully submitted,

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