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4-24-1970

## Correspondence between Assistant Chancellor Stanley L. Freeman and President Winthrop Libby on Draft of Discrimination Policy

Stanley L. Freenman Jr.  
*University of Maine*

Winthrop C. Libby  
*University of Maine*

Ronald F. Banks  
*University of Maine*

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APR 27 1970

## UNIVERSITY OF MAINE

Office of the Chancellor

150 Maine Avenue  
Bangor, Maine 04401  
207/947-0336

April 24, 1970

President Winthrop C. Libby  
University of Maine  
Alumni Hall  
Orono, Maine

Dear President Libby:

The Trustees have requested that we draft a policy statement for their consideration which would put the University on record as opposed to discrimination in all of its activities. My initial inquiry has determined that the "old" Board of Trustees had adopted non-discrimination policies specifically with regard to employment and to fraternities. The University complies with Title VI of the Civil Rights Act of 1964, which prohibits discrimination in any program or activity for which federal funds are received.

A blanket non-discrimination statement would extend to admissions, student organizations, financial aid, etc. Rather than enumerate all such situations, I would propose to draft a general statement guaranteeing against discrimination on account of race, color, creed, national origin, or sex.

Before drafting such a statement, I solicit your comments and suggestions. I am especially interested in suggestions which help us put teeth in the policy, as well as the content of the policy statement itself. Also, are there any problems which might arise from adopting a blanket non-discrimination policy, such as selective recruiting of minority youth?

Your thoughts will be appreciated if you can share them before May 22, when we will discuss this at the Administrative Council meeting.

Sincerely,

Stanley L. Freeman, Jr.  
Assistant Chancellor

SLF/eac

*Orig in Title VI - Civil  
Rights Act 1964*

April 28, 1970

Director Howard Keyo  
PICS Building  
Campus

Dear Howard:

In view of the apparent concern of the Trustees that discrimination not be condoned by any division or department of the University and given the interest of the Civil Rights Division of H.E.W. in this subject, would you see to it that, henceforth, all significant official University publications, e.g., catalogs, Faculty Handbook, Student Handbook, include on the inside of the front cover the following:

"The University of Maine fully supports and complies with Title VI of the Civil Rights Act of 1964 and does not discriminate in any way in any of its policies on the basis of race, color, or national origin."

Sincerely yours,

Ronald F. Banks  
Assistant to the President

RFB:njb

cc: President Libby  
Vice President Clark

April 28, 1970

Assistant Chancellor Stanley L. Freeman, Jr.  
University of Maine South Campus  
150 Maine Avenue  
Bangor, Maine 04401

Dear Stan:

I have your letter of April 24 in which you comment on the Trustees' intent to frame a statement which states clearly our position in opposition to discrimination of any kind.

It seems to me that there are only three areas in which this campus currently may be guilty: 1) Some social fraternities and sororities, in my opinion, practice discrimination on the basis of race and yet to prove this is next to impossible. It is my feeling that the University should address a straight-forward statement to the National office of all National student organizations asking them to sign a formal statement in this regard. Unwillingness to sign would be reason enough for our outlawing such organizations. 2) Discrimination on the basis of sex does occur. Not a single top-level administrator at Orono is female. Probably women employees at both the professional and classified levels are paid less than men with equivalent training for the same tasks. This is hard to prove, too, since the question of competence, reliability, etc. are hard to measure objectively. I would dislike being told we must employ "X" number of women for positions here just as I would dislike being told we must admit "X" number of Blacks. 3) Discrimination does exist on the basis of color or national origin to the extent we give, as we do, preferential treatment through scholarship funds to American Indians or Blacks.

Sincerely,

Winthrop C. Libby  
President

WCL:ht

Copies to: Vice President Clark, Dr. Banks, Dean Kaplan