



WOMEN'S CENTER

208-885-6616

Corner of Idaho and Line Streets

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April-May 1998

Respect...Just a Little Bit

by Susan Palmer

April marks two widely-recognized days, *Professional Secretaries Day* and *Take Our Daughters to Work Day*. This year they are back to back on April 22 and 23, respectively. Each day of observation invites reflection on women in the workplace.

Commonly, *Professional Secretaries Day* is observed by taking clerical staff out to lunch, or offering roses as a gesture of gratitude. Not long ago, the slogan, "Raises, not roses!" could be heard from the more militant clerical workers. Yet, in a study conducted by E. Sharon Mason summarized in *Psychological Reports* (1994), "being treated with respect in the workplace was of paramount importance" to clerical women. Clerical men, on the other hand, ranked "opportunity for advancement" as the most important value for them.

The sex-based composition of the clerical staff at the University of Idaho is similar to its composition across the country. Well over 90 percent of clerical workers are female, making it one of the most sex-segregated occupations around. As Mary Anne Wichroski (*Human Organization*, 1994) observes, "Much of secretarial labor, including intellectual and emotional aspects of the work, are 'invisible' to organizations, yet are essential to fulfilling organizational and professional goals." A common theme in women's studies is the invisible labor of women. Not surprisingly, when labor is relatively invisible, it often fails to draw the respect it deserves.

Mason reports that likewise, managerial women value being treated with respect above all else, while their male counterparts rank wages and benefits as the most important value for them. As we commemorate each day, the theme of respect in the workplace will be highlighted. For the daughters who visit a variety of workplaces on April 23, an important component of whether or not they will entertain careers in one field or another will be the level of respect they can anticipate receiving.

Recently, I was among six local women invited by Carolyn Tragesser, gifted and talented facilitator at Moscow Junior High School, to participate in a panel for the high school and junior high Future Problem Solvers. I joined distinguished panelists including Debbie Ray, Elizabeth Brant, Jeannie Breckenridge, Patricia Bowen, and Francesca Sammarruca to discuss "women in the workplace."

Responding to a wide range of questions from students, panel members offered their own expertise about women and work, and

their varied experiences as women workers. I was impressed by the students' preparation for and interest in the subject matter. Students were especially curious about sex-based discrimination and sexual harassment, which some—but not all—of the panelists had experienced at one juncture or another in their career path. These future problem solvers were also intrigued by the concepts of glass ceilings, sticky floors, and as one panelist coined it, "glass walls." Most of the panel reported, however, considerable professional respect despite occasional obstacles.

At some point it became salient that all six panel members were professionals. In terms of labor market segmentation theory, we are employed in the primary sector of the labor market. That means that for the most part, each of us occupies a skilled occupation, has opportunities for advancement, enjoys a salary rather than wages, commands relatively higher pay, and enjoys a fair degree of job security. However, the vast majority of workers are in the secondary sector, employment that is characterized by lower pay in the form of hourly wages, little opportunity for advancement or mobility, less job security, and work that requires less education and skill. For Future Problems Solvers, it was important information to absorb as they pondered their forthcoming women in the workplace challenge.

Later that month each team of students faced a qualifying problem that required them to think creatively about a new client's workplace problem posed in the year 2030. It also required vision for these students to swiftly identify and assess the underlying problem, and then to develop and propose an action plan.

In fact, the actual problem that was posed to them dealt with sex segregation in the workplace and the value of so-called women's work. One fictionalized character—a woman—asks, "May I speak from my emotions? I went into science believing I could make a valuable contribution. Frankly, I have days when I feel devalued, when I feel that I'm here to do the work that must be done, but that no one else wants to do."

This dilemma appears in a 2030 scenario. Thankfully, these Future Problems Solvers will become undergraduate and, perhaps, graduate students in economics, business, human resources, family and consumer science, political science, agricultural economics, law, sociology, and women's studies. Each of these academic fields examines these sorts of workplace issues. Some will enter the sciences, engineering, and mining, all of which face innovative strategies to recruit women into those careers.

In her article, *Empowering the Secretarial Workforce*, Gayle Tissue (*Personnel*, 1988)

notes that "in excellent companies, productivity through people is the norm and respect for the individual is the theme." Yet, feelings of lack of respect are not confined to women or secretaries. Countless workers report not just a lack of respect, but feel downright abused. This topic is the centerpiece of the widely-acclaimed book, *You Don't Have to Take It! A Woman's Guide to Confronting Emotional Abuse at Work*, coauthored by Ginny NiCarthy, Naomi Gottlieb, and Sandra Coffman. They define emotional abuse at work as "a pattern of intimidation, harassment, emotional manipulation, or excessive or illegitimate control of a worker" (emphasis added).

In an April 1997 *HR Focus* article on morale, Steve Albrecht reports that the most popular answer to a 1991 poll asking "What's hurting your business most?", was employee mistreatment. In *JAMA, Journal of the American Medical Association*, Teri Randall (1992) reports that "Abuse in the workplace can plague a staff's morale, productivity, and health." One such study reports that the effects include "increased absenteeism, reduced communication, inability to complete tasks, increased [fear]...more staff turnover...visits to the doctor, use of chemical dependency and mental health benefits." Abuse drains both people and money.

Scandinavian countries have taken the lead in legislating protection for employees who are persistently intimidated, humiliated, harassed, or insulted. Other European trade unions are pushing for similar legislation there. As Regina Austin writes in the *Stanford Law Review* (1988), the approach in the United States is that "If conduct does not rise to the requisite level it is dismissed as being among those 'mere insults, indignities, threats, annoyances, petty oppressions, or other trivialities' to which the victim 'must necessarily be expected and required to be hardened.'" She continues, "this means that every practice or pattern of emotional mistreatment except the outrageous, atrocious, and intolerable is treated as the ordinary stuff of everyday work life."

While we highlight the accomplishments and achievements of secretaries, and when we take our daughters to work to explore their own opportunities, it is incumbent upon all of us to become future problem solvers. While we're at it, let's dust off our family's Aretha Franklin album. As Bobbi Lambert (*Personnel Journal*, 1995) notes, "Every single one of us prefer working in a pleasant environment to working in an unpleasant one. In healthy organizations, employees enjoy going to work, they like the people they work with, and they feel good about themselves and their organization." The title of her article, *Give Your Company a Checkup*, is good advice. ■

No Rest for the Wicked

Dear Sisters,

I love spring, especially spring on the Palouse. Because I am originally from a much more southern clime (Helen Chenoweth was wrong you see—some of us do like it here in the chilly north), Idaho has forced me to develop a new appreciation for March, following as it does a truly dark and cheerless winter. No more four o'clock sunsets, gray skies, or gravel-flecked snow piled up in the middle of Washington and Jackson Streets. Who wouldn't feel like celebrating?

Perhaps the earthworms who live in the law school's front lawn. The one downside of March in the Palouse is the inevitable spring rain. The sidewalks in front of Menard this past Tuesday presented a scene of mass carnage, a dreadful earthworm *hari kari* of epic proportions. Poor things—what do they think when the first raindrops begin to soak through the grass?

"Say, there's a nice bit of dirt over here, Fred. Do you want to help me enrich and aerate it?"

"What? I...no. Ethel, you're too near the surface! Dive, dive!"

And while we're on the subject of the animal kingdom, lately, one of Auntie's friends has been running into avian difficulties when she's out delivering our fine local paper. (*All the news that's print to fit.*) Her route takes her along many gravel backroads, and she's finding hordes of robins just sitting in the middle of the road, refusing to move. She's consulted many bird-watchers, who have advised her that the birds are cold, or that they're just plucking earthworms (those creatures can't win!) out of the dirt, or that they're just confused. I, however, have seen *The Birds*, and I believe that it pays to be a bit more cynical. Consequently, I have advised my friend to arm herself with mirrors, bells, and cuttlefish. If that doesn't work, she'll have to get a Labrador Retriever.

Putting on her sunglasses (but not her bikini),

Auntie Establishment

Auntie Establishment

Savory Moments with Auntie Pasto

Greetings My Culinary Cousins,

At long last, *Auntie Pasto's Cookbook: 25th Anniversary Favorite Recipes of the UI Women's Center* is complete. Well...almost complete. I managed to omit our own Auntie Nuke's contribution. She promised to forgive me if I printed it in the last issue of our 25th anniversary set of newsletters. The entire staff at the Women's Center extends heartfelt gratitude to those who offered recipes, and to the countless supporters who celebrated with us in this year-long commemoration of the quarter century of services provided by our staff.

Mulligatawny Soup

First, prepare the wild rice. For each dry cup of pure wild rice, use 3 cups of water. For each cup of water use approximately 1 chicken bouillon cube. For this recipe I use 2-3 dry cups of pure wild rice, with 6-9 cups of water. Add ¼ to ½ stick of butter. Bring to boil, then turn down heat to low boil for 1-1½ hours. Do not stir. Wild rice is done when water is gone and rice is "burst open." Add to soup before serving. In blender, cut up the following which have been first cut into pieces:

1 peeled medium onion

1 stalk celery

1 cored and pared medium apple

1 medium carrot

½ seeded green pepper

1 cup chicken broth

Melt ¼ cup butter in kettle and add ½ (or ¾) cup flour. Add 1 cup chicken broth and stir well. Add 1 cup canned diced tomatoes. Add contents of blender. Add the following seasonings:

1 tsp. curry powder

2 whole cloves

1 tsp. salt (more or less)

2 chicken bouillon cubes

speck of mace

1 sprig parsley

⅛ tsp. white pepper

Equivalent of 2 large cans of chicken, white meat packed in water (drain water)

Simmer covered ½ hour or until all vegetables are tender. Add 1 pint of light cream or ½ & ½. Simmer a minute, don't boil! Add cooked wild rice before serving. Serves 6-8

CALENDAR OF EVENTS AND BROWN-BAG LUNCH PROGRAMS
WOMEN'S CENTER

Free! Public Welcome 12:30 p.m. Women's Center Lounge April-May 1998 885-6616

April 8
Wednesday
afternoon

Safety Forum The UI SAFETY BOARD is hosting a panel of university and law enforcement officials who oversee various aspects of safety on campus. Safety issues that will be addressed range from personal safety to pedestrian safety to campus lighting and more. Everyone is welcome to attend this forum for an opportunity to hear a status report of safety on the UI campus. Audience participants are encouraged to offer their own observations, experiences, and recommendations for improvements to campus safety. *This program is sponsored by the UI Safety Board and will take place at 3:30 p.m. in the UI Student Union Vandal Lounge.*

April 14
Tuesday
evening

As They See It... ALLYSON KURKER was sexually assaulted by one of her classmates on the night of her graduation from high school. It was only after learning that her perpetrator had been expelled from his college for rape that she found the courage to press criminal charges against him. Her case received national media attention during the winter of 1996 and was chronicled by Pulitzer Prize winning commentator, Eileen McNamara. Since then, she's transcended the limits of victim and has become an activist by speaking to college and high school students about this issue. Her efforts to educate have been recognized by the National Organization for Women who named her the recipient of their Woman of Courage Award, given to a person who has made ground-breaking advances in the fight for equality. In 1997, Allyson graduated from Connecticut College with a B.A. in Economics. She recently completed a nonfiction book entitled, *Normal Protocol: Society's Betrayal of the Victim*. Allyson has presented her program, *As They See It...*, at more than seventy schools in twenty different states. *This program begins at 7:00 p.m. in the UI Student Union Ballroom.*

April 15
Wednesday
afternoon

Working It Out ALLYSON KURKER will conduct two afternoon follow-up workshops on strengthening campus policies and responsiveness to reported sexual assaults. These workshops are designed for administrators and student leaders. Space may be limited. *For more information, call Valerie Russo, Women's Resource Specialist for Sexual Assault Prevention Education, UI Women's Center, 885-6616. The workshops are scheduled at 12:30 and 1:30 in the Student Union Silver and Gold Rooms.*

April 15
Wednesday
evening

Borah Symposium presents "A Sense of Wonder" For several years, award-winning KAIULANI LEE has been performing her original one-person show, *A Sense of Wonder*—based on the life and works of Rachel Carson, author of *Silent Spring*—on college campuses and in theaters throughout the United States and Europe. "Lee's first half-hour presents Carson in 1963, packing to leave Maine. It is animated by her knowing, expressive love of nature. The second half comes two months later, back in her city study, as she continues to battle the chemical industry, takes pride in the protective legislation she's inspired, and readies herself to accept her coming death from cancer" (*Pittsburgh Post-Gazette*). In addition, Lee has appeared in many films including the recently completed *A Midwife's Tale*. On television she has made numerous guest appearances on several series, including NBC's *Law and Order*. *This program is presented by the 1998 Borah Symposium addressing issues of environmental stewardship. The program begins at 7:00 p.m. in the UI Administration Auditorium.*

April 16
Thursday
evening

Safety March/Clothesline Project and Mommie Dearest Book Signing CHRISTINA CRAWFORD will be the keynote speaker for this Sexual Assault Awareness Month event. Crawford recently published the 20th anniversary edition of the 42-week *New York Times*' bestseller *Mommie Dearest* that chronicles the terrorizing abuse she endured as a child from her adoptive mother, actress Joan Crawford. Quoted in the Moscow-Pullman Daily News in an interview with Vera White, Christina says, "I believe *Mommie Dearest* is even more relevant today as adults struggle with relating to parents even though the abuse has stopped." Following the Safety March and Clothesline Project display on the Administration Building lawn, there will be a book signing at the UI Women's Center. This outdoor program will begin at 5:00 p.m. and conclude before 7:00 p.m. For more details, call the Women's Center at 885-6616.

April 21
Tuesday
evening

Why Not? I Bought You Dinner This interactive theater performance explores gender communication in the context of potential sexual assault. Audience members will have the opportunity to offer recommendations to improve the actors' communication to reduce the sexual assault risk. *The performance takes place at 6:30 p.m. in the Student Union Borah Theater.*

April 24
-May 8

Love Makes a Family Exhibit Sponsored by a grant from the Pride Foundation awarded to the UI Queer Student Association, and supported by the Student Union, this photograph-text exhibit of living in lesbian and gay families will be displayed in the Student Union Gallery for its first appearance in Idaho. Twenty families are represented in this traveling exhibit that depicts a variety of families of all races with gay or lesbian moms, dads, grandparents, and/or teenagers. The photos are the work of Gigi Kaeser, and the text is drawn from interviews with family members whose images are captured in the photos. Together, the words and images show strength, support, and love within these families.

April 25
Saturday
morning

Spring Forward Run/Walk/Stroll 5K This is a campus and community fun run to benefit the UI Women's Center. The run/walk/stroll begins and ends at the UI Administration lawn. For competitors, the race will give you a chance to kick off your fitness plan this spring season! For noncompetitors, join us on a pleasant stroll through the scenic campus on Mom's Weekend. Following the race there will be an awards ceremony with prizes awarded to the first-place women and men in each of the six age categories. Spring Forward is sponsored in part by Kappa Kappa Gamma, Branegan's Pizza, Dutch Goose, Moscow Food Co-op, Rosauers, Super 8 Motel, and Waldenbooks. *To register, call the UI Women's Center at 885-6616 for a registration brochure. There is an entry fee and T-shirts may be purchased in addition.*

May 6
Wednesday

Auntie Pasto's Delectable Dessert Contest It's that time of year again! This is Auntie Pasto's third annual contest. Enter your favorite dessert recipe in this contest for a chance to WIN PRIZES! VERA WHITE will be invited to lead the distinguished panel of judges on hand for the tasteoff. To enter, send your TYPED RECIPE with your name, address, and phone number to the Women's Center, University of Idaho, Moscow ID 83844-1064 by May 1st. On May 6, bring your dessert to the Women's Center for the judging.



S.A.F.E. NEWS WOMEN'S CENTER

208-885-6616

Sexual Assault Facilitated Education (S.A.F.E.)

April-May 1998

Coercive Sexual Behavior Survey Summary Report

Susan Palmer and Valerie Russo with the assistance of Alison Noice

Supported by funding from the Associated Students of the University of Idaho (ASUI)

The University of Idaho Women's Center administered a survey in the spring of 1997 to measure incidents of coercive sexual behavior on the UI campus. The survey, a replication of a 1994 survey administered by Washington State University and modeled after Mary P. Koss's 1982 study, was sponsored by Student Advisory Services and the Associated Students of the University of Idaho (ASUI), and approved by the University of Idaho Human Assurances Committee.

A random sample of undergraduate classes was generated for participation in the survey. A total of 530 undergraduate respondents completed the questionnaire—274 women and 256 men—representing all colleges at the University of Idaho, not including law.

The Women's Center staff conducted preliminary analyses to profile the prevalence and characteristics of coercive sexual behavior on our campus. Using SPSS, we generated simple frequency distributions, as well as bivariate and multivariate statistical analyses.

Only 5.3% of male respondents reported coercive sexual behavior of any kind. We can merely speculate whether this accurately reflects the small number of males who behave coercively, or whether few males are aware of their coercive behavior. Although the small number made statistically significant findings among male respondents unattainable, we are confident that results among female respondents produce cell frequencies large enough to test for statistical significance and generalize to the larger undergraduate female population.

The data below reflect the survey responses of *females only*. The following list of findings are among the most salient for the University of Idaho to interpret:

- ⇒ Among female respondents, 25.7% report at least one sexually coercive incident while at the U of I (9.3% reported multiple incidents). Of these incidents, 11.3% (just less than 1/2) meet the legal definition of rape in the state of Idaho.
- ⇒ Of the incidents that meet the legal definition of rape in Idaho, 62.1% of the females did not perceive it as rape.*
- ⇒ Of the incidents that did not meet the legal definition of rape, 16.7% of the females perceived it as rape.*
- ⇒ Approximately 44% of the incidents reported in the survey occurred in apartments or other locations off campus, while nearly 28% reportedly occurred in greek houses, compared to almost 18% in residence halls.*
- ⇒ Of the respondents who experienced coercive incidents, over 55% reported that the incident(s) occurred in their first two semesters at the University of Idaho.
- ⇒ Approximately 20% of the females who experienced coercion told nobody.*

Among women who told somebody:

- ⇒ Over 94% told a friend.*
- ⇒ Approximately 6% reported the incident to a counselor.
- ⇒ Approximately 6% reported the incident to law enforcement.
- ⇒ Over 85% of the females were acquainted with the coercive offender.*
- ⇒ At least 32% of the females who experienced coercion reported that they consumed alcohol prior to the incident, most of whom described themselves as "drunk."*
- ⇒ Over 35% of the respondents who experienced coercion said that the offender was drinking, with 23% describing the offender as "drunk."*
- ⇒ Almost no incidents were reported that involved the use of other drugs.

*Asterisks refer to respondents who reported a single incident only. Respondents who reported multiple incidents also reported varied components of each incident (e.g., location, offender, alcohol) which are not well-suited to aggregation. Most asterisk items are underreported percentages, since they exclude multiple-incident respondents. Depending on the individual survey item, to include multiple-incident respondents adds from 1% to 20% to the figures we report above.

Streams of Consciousness

Women artists from three states are joining in a traveling exhibit, "Streams of Consciousness." This exhibit includes 86 works, including paintings, needlepoint, sculpture, and drawings by artists from Washington, Idaho, and Colorado.

The Women's Caucus for Art is trying to turn around the underrepresentation of women artists in galleries and museums across the country. This show comes from a year-long process by the Idaho, Washington, and Colorado chapters of the caucus to create a traveling exhibit. Selection committees from the three state chapters viewed slides submitted by members to select the artwork for the traveling exhibit.

Featured area artists include Colleen Esparsen, Linda Schroeder Golding, and Linda Scott of Lewiston; Sandra Colley of Lapwai; Lynne Haagenson of Troy; Gail Seigel of Deary; Emily Blair, Ann Christenson, Mitch Cope, Enid Crawford, Cynthia Gott, Jiayi Ling, Medina, Liz Obert, and Lilli C. Riley, all of Pullman; Brenda Chrystie, Cristine Nelson, Jennifer Rod, Gerri Sayler, Genevra Sloan, Marjorie Snyder, and Linda Wallace, all of Moscow.

The exhibit will be at 3rd Street Gallery in Moscow from April 1 through May 8 before moving on to Denver. An opening reception at Moscow's 3rd Street Gallery will be held on Thursday, April 2, 5:00-7:00 p.m. Gallery hours are Monday-Friday, 8:00 a.m.-5:00 p.m.

Logger Sports Challenge

by Terri Willis

What is Logger Sports? Logger Sports has been around since the early 1900s. Known as the Associated Foresters of the University of Idaho in 1912, the Logger Sports Club has become a social and service organization in the Department of Forest Products that draws its student membership from many departments and colleges throughout the university. A competitive side of the club is the Logger Sports Team. The team participates in intercollegiate competitions throughout the Northwest and Canada during the spring semester.

Events include birling (log rolling), pole climbing, ax throwing, sawing (power saw and crosscut), chopping, and more. It sounds tough and can be physically challenging. But, if you think this sport is just for men, think again! Not surprisingly, the team currently has seven female members. The women say they like the challenge this sport offers them. It's a get dirty, outdoorsy thing to do and, most of all, it's fun! Male team members agree that women contribute good ideas for team fundraisers and are good at competition.

The first competition is in Seattle at the University of Washington the first week in April. There will also be an on-campus competition the first week of May. This should be an exciting season for the team. Stay tuned! If you would like more information, you and call team captain, Lane Carlson at 883-8449, or team member, Terri Willis at 882-4290. The Logger Sports Team welcomes everyone.

Culture and Sexuality

Examine the diversity of sexual and gender patterns in the world's cultures through this unique team-taught course, Culture and Sexuality (Soc 404, section 2; Anth 404, section 3). Drawing upon anthropology, sociology, and history, we compare and contrast cultural systems of heterosexuality (which are not identical everywhere or in all historical moments!), same-sex sexual relations, and gender categories in an effort to deepen our understanding of sexuality and gender in our everyday lives. The course incorporates class and group discussion, film, and guest lecturer, Evelyn Blackwood. Feminist anthropologist, Evelyn Blackwood, editor of *The Many Faces of Homosexuality*, will lecture and lead a discussion on same-sex relations/gender categories in Native American communities, as well as her new research on tomboys.

Instructors: Debbie Storrs, Assistant Professor of Sociology, specializes in gender and racial inequalities. John Mihelich, Adjunct Faculty of Anthropology, specializes in American culture, cross-cultural gender, and religion.

This course is listed in the summer school time schedule for the first six-week session, May 18-June 26, Monday-Thursday, 1:30-3:10 p.m.

Women's Health Camp

Women! Want the tools to feel better, be healthier, and get more enjoyment from your everyday lives? This is the third year this very popular Women's Health Camp has been offered. Participate in an interactive, experiential overview of such women's health issues as diet/nutrition, fitness, stress management/mental health promotion, violence prevention, substance abuse, aging, cancer and heart disease prevention, environmental health, and consumerism. Also, we'll focus on sexual health and relationships, including gender communication, STD/HIV prevention, birth control, pregnancy and childbirth, and other reproductive health concerns.

This 3-credit Health and Safety 400 course is offered from May 18-June 5. Instructor Lisa Gilbert taught Women's Health at the University of Maryland, and the American University. Gilbert is an assistant professor in Health, Physical Education, and Recreation Department (HPERD).

Women's Wilderness Experience

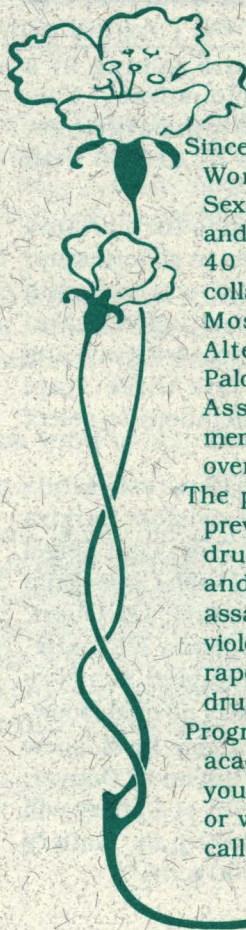
This Outdoor Program event starts with an open discussion on April 8 about issues women face in the recreational use of wilderness. Other topics include backcountry skills, ethics, trip planning, and women's issues. This will be followed by a wilderness backpacking trip from April 17-19, designed for and facilitated by women. There is an additional pre-trip meeting scheduled on April 15. The cost is \$15, and space is limited. For more information, call the Outdoor Program at 885-6810.

The Women's Center Newsletter is published six times during the academic year. It includes announcements and information about the many services and programs offered by the center to the university and regional communities. There are also items of general interest about women's and men's issues. If you have announcements or information to include in subsequent issues, please let us know. Suggestions for changes, improvements, or additional items are always welcome. Disability access is on the north end of the building through the TAAC. A taped copy of the newsletter is available on request for the visually impaired.

Women's Center

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Since August of 1997, Valerie Russo, Women's Resource Specialist for Sexual Assault Prevention Education and Crisis Services, has presented over 40 educational programs. In collaboration with Don Lazzarini, the Moscow Police Department, Alternatives to Violence of the Palouse, and student S.A.F.E. (Sexual Assault Facilitated Education) members, these programs have reached over 2200 students and parents.

The programs include sexual assault prevention, sexual assault risks with drugs and alcohol, eating disorders and body image, reporting sexual assaults, campus safety, interpersonal violence, gender communication, date rape, sexual harassment, date rape drug awareness, rape law, and more. Program scheduling for the 1998-99 academic year is already under way. If you would like to schedule a program, or would like additional information, call Valerie Russo, 885-6616.



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