file
Gay Lesbian and Bisexual Student Survey

THE OHIO STATE UNIVERSITY

AFFIRMATIVE ACTION GRANTS PROGRAM

TITLE OF PROPOSED PROJECT:

REDUCING HOMOPHOBIC BEHAVIORS IN THE UNIVERSITY COMMUNITY:
WORKSHOPS WITH BRIAN McNAUGHT

Please indicate in order of priority (by numbering 1,2,3 etc.) the areas most effected by the proposed project.

1 Education and Training	2 Retention
___ Exhibits	___ Research
___ Recruitment	3 Services
	4 Visiting Scholars

GRANT PERIOD: 1991 to 1992

APPLICANT(S): Please indicate the name, social security number, position title, department, campus address and phone number for each applicant. **Student/student organization proposals must include similar information about the faculty/staff sponsor.**

Name Willa Young S.S.# [redacted]

Title Graduate Administrative Associate,

Dept./College Gay, Lesbian and Bisexual Student Services, Office of Student Life

Campus Address 340 Ohio Union, 1739 North High Street

Telephone Number 292-6200

Willa N. Young
Signature of Applicant

Signature of Student Sponsor

Signature of Department Head

- - - - - - - - - To be completed by the Committee - - - - - - - - - -

Pre-proposal #: _____ Date received: _____

Full Proposal Rating: _____

Action Taken: _____ Approved for funding

_____ Disapproved

_____ Deferred for more information

_____ Interview

REDUCING HOMOPHOBIC BEHAVIORS IN THE UNIVERSITY COMMUNITY: WORKSHOPS WITH BRIAN McNAUGHT

ABSTRACT:
Homophobic behavior leads to problems on campus for homosexual and heterosexual persons alike. The effects of homophobia, the irrational fear and hatred of homosexual persons, are wide-ranging and have an impact on the quality of education at OSU, and its damaging effects may be a factor in the retention of University students and employees. Anti-homophobia education is not concerned with changing private beliefs about human sexuality but is instead an effort to analyze the social function of gay, lesbian and bisexual stereotypes and their attendant destructive outcomes in society. Commitment to create an atmosphere free of homophobic behaviors is an endorsement for tolerance of cultural diversity. It is proposed that educational consultant and lecturer, Brian McNaught, be brought to campus for one day of training workshops on identifying and reducing homophobic behaviors. McNaught provides two specialized workshops: one for university administrators, faculty and staff and one for students. The presentation enables most persons to understand the issue, assess and change their behaviors and attitudes and become allies working against intolerance. The proposed workshops would aim to overcome the effects of homophobic actions through offering specific procedures for broadening understanding and building understanding of difference.

REDUCING HOMOPHOBIC BEHAVIORS IN THE UNIVERSITY COMMUNITY: WORKSHOPS WITH BRIAN McNAUGHT

University administrators, faculty, staff and students are encouraged to be concerned about the effects of homophobia on the campus community.[1] Homophobia, defined as an irrational fear and hatred of homosexuality and of gay, lesbian and bisexual people, is inconsistent with the institution's mission statement and non-discrimination policy,[2] and it takes a significant toll on the ability of all persons to grow to their full potential and produce at their highest level.[3]

Homophobic behavior includes everything from physical violence and threats against those perceived to be lesbian and gay people to offensive humor and name calling.[4] Homophobia even extends to "innocent" ommission of the recognition of the presence of gay, lesbian and bisexual people as a part of our community.[5] Unchecked homophobic behavior can lead to various problems on campus,[6] including substance abuse,[7] suicide,[8] unwanted sexual experiences[9] and the inability to concentrate on work or studies for homosexual and heterosexual persons alike.[10] The effects of homophobia are wide-ranging and have an impact not only on the quality of education and training given and received at OSU,[11] but its damaging affects may also be a factor in the retention of students and University workers at all levels. A 1986-87 Affirmative Action Grant funded an assessment of the climate at OSU for the academic, personal and social support of gay and lesbian students, faculty and staff which found in a self-identified survey of members of the OSU gay, lesbian and bisexual community, 38% of the respondents reported experiencing the feeling that they would like to leave OSU for a more supportive environment. Seventy-two percent reported being aware of others experiencing similar feelings.[12] A second study of randomly surveyed students and faculty, funded by the same grant, contained a homophobic scale. Seventy-seven percent "of the responding students and 54% of the responding faculty were classified as homophobic on the basis of their responses. Of these, 29.4% or nearly one third of the students, and 11.4% or a little over one-tenth of the faculty were classified as high grade homophobics."[13]

Education about homophobia and University efforts to eliminate destructive behaviors is based upon the premise that one can participate in such efforts and continue to maintain private beliefs about human sexuality. Commitment to create an atmosphere free of homophobic behaviors in no way is an endorsement of any particular lifestyle. It is an endorsement for tolerance and respect of cultural diversity.

To assist the University community in its effort to address this issue, it is proposed that educational consultant and

lecturer, Brian McNaught, be brought to the Columbus Campus for one day of intensive training and sensitivity workshops on identifying and reducing homophobic behaviors. Mr. McNaught has spoken to university students, faculty and staff on this topic at over 50 universities, including Harvard, M.I.T., the University of Michigan, the University of Toronto, Case Western Reserve, Notre Dame and Boston College. (See attachments for Mr. McNaught's resume and newspaper clippings regarding his workshops at various universities.)

Mr. McNaught facilitates workshops aimed at creating a positive campus environment free from homophobic behaviors, and he provides two specialized workshops. The first is for university administrators, faculty and staff. According to Mr. McNaught, the program has been particularly useful and successful at other universities with staff members, and he urges invitations to attend be sent to those in central administration, student life services, academic counseling, security, residence and dining halls, greek affairs, career counceling and placement, health and counseling services and campus ministries as well as teaching faculty. Mr. McNaught manages a 2 - 3 hour training workshop for those in attendance. The second program facilitated by Mr. McNaught is for students. Student organization leaders, RAs, fraternity and sorority leaders, residents of residence halls, and indeed entire classes would be urged to attend. This workshop is approximately 2 hours in length. It is anticipated that approximately 300 persons will participate in each workshop.

The format for both workshops is similar. Mr. McNaught provides information and encourages participation by posing questions for reflection and discussion. (A portion of the discussion guide which accompanies the workshops is attached.) Mr. McNaught believes homophobia has a cure, and like other "isms," it is best addressed with education. Anxiety caused by lack of familiarity with the issue and discomfort talking about homosexuality is successfully lowered by appropriate training such as that provided by Brian McNaught. (Dr. Sandy Caron at the University of Maine, 207-581-3138, or Toby Simon at Brown Univeristy, 401-863-2794, can speak to the success of the program on their campuses.) The presentation of accurate information about human sexuality, about the experience of being lesbian, gay or bisexual and about the toll of homophobic behaviors consistently enables most persons to understand the issue, assess and change their own behaviors and attitudes and become allies in the fight against intolerance.

The proposed workshops would have a positive and continuing impact on OSU's affirmative action program by actively and aggressively working to overcome the effects of homophobic actions through offering specific procedures for broadening understanding and building tolerance of difference. The faculty and staff participation in the program will have long-range

implications as those in attendance lead by example in demonstrating commitment to behaviors which promote equal opportunity and equal treatment for all community members. Such behavior often prompts others to exhibit accepting behaviors as well. The impact on student participants will also be significant. Students are often the best ambassadors for representing innovative ideas to their peers, and they can expand the University's potential ability to advance a reduction in homophobic behaviors in the community.

In addition to the long-range implications for the workshops' success in reducing homophobic behaviors on campus, several other criteria will demonstrate the project's success. The sponsoring of the workshops by the Office of Gay, Lesbian and Bisexual Student Services will highlight the office as a presence at OSU and points to The Ohio State University's institutional stance which promotes and maintains equal access and opportunity for all University community members. Public endorsement of a program designed to promote the reduction of homophobic attitudes and behaviors further institutionalizes the University's mission statement and non-discrimination policy. Additionally, those attending the workshops will receive printed materials for later reference which it is hoped they will share with peers. The materials will reinforce OSU's policy and the information from the workshops with Mr. McNaught. Additional copies of the materials will be avilable in the Gay, Lesbian and Bisexual Student Services Office for workshop participants to use in leading later training workshops they may wish to facilitate in their own units or groups. Furthermore, an evaluation instrument, to be developed by the Office of Gay, Lesbian and Bisexual Student Services, will be supplied to all participants to assess their post-workshop understanding of OSU's policy, how it applies to their units, and whether participants report being inclined to monitor their behavior to avoid perpetuating homophobia on campus. Time will be allocated following the workshops for completion of the anonymous evaluation instruments, and they will be collected at the workshop sites. Evaluation data will be analyzed by Gay, Lesbian and Bisexual Student Services personnel and an assessment will be fully outlined along with a complete summary of the outcomes of the project in the final report to the Committee on Women and Minorities. Finally, success will be in evidence if in the months following the workshops homophobic behaviors by individuals are reduced and if administrative units endeavor to comply with the spirit of tolerating cultural diversity which includes sensitivity to concerns of gay, lesbian and bisexual individuals.

Support is requested in the form of an Affirmative Action Grant because the uniquely broad focus of this project does not afford it housing in any traditional funding unit. Administrative

support and in-kind contributions will be made by the Office of Gay, Lesbian and Bisexual Student Services. The targeting of administrators, staff, faculty and students as an audience, however, takes this project beyond the scope of that Office's mission and funding authority. The award of funds is necessary to the execution of the proposed workshops.

NOTES

1. OSU has officially adopted a policy of non-discrimination.

2. This is based on Campus Voice, August - September 1986 and The Ohio State University Operating Manual, Number 1.10, definition of Affirmative Action.

3. "A 1986-87 Affirmative Action grant funded two studies of the OSU environment. The first was a telephone poll of 200 faculty and 400 students selected at random....The second was an environmental assessment completed by 180 people in the Gay, Lesbian and Bisexual Community....Based on a Homophobic Scale embedded in the questions, 77% of the responding students and 54% of the responding faculty would be classified as homophobic" (Advisory Committee to Dr. Edward Jennings. 1988. "A Safe Space: Proposal for the Establishment of an Office for Gay, Lesbian and Bisexual Programming." The Ohio State University. Pp. ii.).

4. Although OSU does not collect statistics on victimization, threats, violence, and other intolerant behaviors against persons thought to be gay, lesbian or bisexual, they are chronicled in similarly high rates of victimization in the following reports.

D'Augelli, A.R. 1989. "Lesbians' and Gay men's Experiences of Discrimination and Harrassment in a University Community." American Journal of Community Psychology 17: 317-321.

Campus Environment Team, Pennsylvania State University. 1988. "Campus Climate and Acts of Intolerance." Unpublished Manuscript.

Cavin, S. 1987. "Rutgers Sexual Orientation Survey: A Report on the Experiences of Lesbian, Gay and Bisexual Members of the Rutgers Community." Unpublished Manuscript.

Governor's Task Force on Bias-Related Violence. 1988. "Final Report." Division on Human Rights, 55 West 125th St., New York, NY 10017.

Herek, G.M. 1986. "Sexual Orientation and Prejudice at Yale: A Report on the Experience of Lesbian, Gay and Bisexual Members of the Yale Community." Unpublished Manuscript.

O'Shaughnessey, M.E. 1987. "Chancellor's Campus-wide Task Force on Sexual Orientation: Final Report." Unpublished Manuscript.

Yeskel, F. 1985. "The Consequences of Being Gay: A Report on the Quality of Life for Lesbian, Gay and Bisexual Students at the University of Illinois at Urbana-Champaign." Unpublished manuscript.

5. "Based upon the common estimate that 10% of all people are Gay or Lesbian, OSU has 6,900 Lesbian and Gay people; 5,400 students, 1,100 staff, 400 faculty. This is the second largest minority at OSU....Based upon the Kinsey studies from 1950 to the present, it is further estimated that another forty percent of all people are to some extent bisexual." (Advisory Committee to Dr. Edward Jennings. 1988. "A Safe Space: Proposal for the Establishment of an Office for Gay, Lesbian and Bisexual Programming." Pp. i.

6. The U.S. Department of Justice reports that gay and lesbian people are those most likely to suffer from "hate" crimes. The New York State Governor's Task Force on Bias-Related Violence ("Final Report." 1988, p. ES6) found "the most severe hostilities are directed at lesbians and gay men." In addition, gay, lesbian and bisexual persons were the most frequent victims of "direct acts of intolerance" reported to the University Office of Student Life in 1988 at Penn State University (Campus Environment Team, Pennsylvania State University 1988).

7. Substance abuse statistics reveal a uniformly serious problem across the general population, but among gay and lesbian persons, it is estimated that 1 of 3 has a drug or alcohol dependency problem (Pride Institute).

8. It is commonly accepted that one out of every 3 teenage suicides are believed to be gay, lesbian, or bisexual teenagers.

9. There is an inordinate pressure to appear to be heterosexually active; thus, persons may engage in heterosexual activity in order to "fit in" or to deny a homosexual identity. Additionally, internalized homohobia may lead both heterosexual and gay, lesbian and bisexual persons to participate in sexual experiences which lead them to "fit" their behaviors to common stereotypes of homosexual "promiscuity."

10. For information and analysis of the impact of bias incidents, see: National Gay and Lesbian Task Force. 1990. Organizing for Equality, Newsletter of the NGLTF Campus Project, #4.

11. See the attached articles from The Ohio State University Lantern for examples.

[redacted]

12. Cited in: Advisory Committee to Dr. Edward Jennings. 1988. "A Safe Space: Proposal for the Establishment of an Office for Gay, Lesbian and Bisexual Progrmming." P. 6.

13. Cited in: Advisory Committee to Dr. Edward Jennings. 1988. "A Safe Space: Proposal for the Establishment of an Office for Gay Lesbian and Bisexual Programming." P. 4.

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KEY PERSONNEL:

BRIAN McNAUGHT, a visiting educational consultant and lecturer, will conduct the two proposed workshops. He is a nationally recognized author and workshop leader on strategies for reducing homophobic behaviors. Mr. McNaught has spoken to students, faculty and staff on this topic at over 50 universities. He is certified by the American Association of Sex Educators, Counselors and Therapists as a counselor, and he was awarded the 1979 Margaret Sanger Award from the Institute for Family Research and Education, Syracuse University, for contributing to the public's understanding of homosexuality. Mr. McNaught is featured in the critically-acclaimed video A Conversation With Brian McNaught ON BEING GAY (TRB Productions 1986), and his popular book, On Being Gay: Thoughts on Family, Faith and Love (St. Martin's Press 1988), is used as a college text. Mr. McNaught's resume and news clippings denoting the success of workshops conducted at other universities are attached.

PHILIP MARTIN, Director, Office of Gay, Lesbian and Bisexual Student Services, has extensive programming and event planning experience, and he will serve the proposed project in an advisory capacity. He will assist in devising the publicity plan, and he will be Mr. McNaught's host on campus. Mr. Martin will serve as a liaison to student groups and other Student Life Offices which can encourage student leaders to attend the workshops. He will also work with faculty members interested in building workshop attendance into the curriculum of courses they will be teaching the quarter Mr. McNaught will be visiting OSU. In addition, he will draft and send a letter to University personnel in supervisory positions urging them to support participation in the workshops by those in their units. Mr. Martin will assist in the design of the publicity materials, the printed matter to be distributed at the programs, the evaluation instrument and the assessment of the workshops' success. He has an M.A. in Rhetoric.

WILLA YOUNG, Graduate Administrative Associate, Office of Gay, Lesbian and Bisexual Student Services will administrate the proposed project. She is a doctoral candidate in the Sociology Department. Ms. Young's event planning experience includes working as the Assistant Coordinator of the 1983 National Women's Studies Association Conference and as a member of the 1991 OSU Gay, Lesbian and Bisexual Awareness Week Planning Committee where she coordinated the major speakers programming, and she is a founding member of the the Lesbian Research Project. Ms. Young will schedule the event and make the arrangements for Mr. McNaught's visit and the workshops. She will design the publicity flyers and invitations, the materials to be distributed at the workshops, the evaluation instrument and complete the assessment of the programs' success. Additionally, Ms. Young will write the final report for submisssion to the Committee on Women and Minorities. A copy of her vitae is enclosed.

BUDGET DETAIL REPORT

A. Grant Funds Requested

I. Personnel (list all positions by title and salary)

Title Total salary	% Time/Hrs per wk.	Rate of pay
Brian McNaught, Honorarium for lectures, $2,000.00	One Day	$2,000.00
II. Supplies (itemize)	Invitations Printed	900.00
	Purchased Services - Campus Mail (labels for staff mailing)	360.00
Total: $3, 260.00		
III. Equipment (itemize)	None	
IV. Travel		
A. Transportation	Airfare (estimated) (round trip Boston to Columbus and return, price quoted on 1-18-91)	756.00
B. Accomodations	Hotel (two nights @ $80 per night)	160.00
C. Per diem	Meals (two days @ $35 OSU per diem)	70.00
Total: $986.00		
V. Other costs	None	

Grand Total: $4,246.00

B. In Kind/Cost Sharing Contributions

I. Personnel including matching released time (list all positions by title and salary)

Title Total salary	% Time/Hrs. per wk.	Rate of pay
Graduate Administrative Associate, $365.00 (40 hours)	100% time/20 hrs. per wk.	$ 9.12
Secretary 2, $180.00 (20 hours)	50% time/40 hrs. per wk.	9.00
Work Study Staff, $100.00 (20 hours)	100% time/10 hrs. per wk.	5.00
Director, $150.00 (10 hours)	25% time/40 hrs. per wk.	15.00

II. Supplies (itemize)

Copying Costs (2,000 copies @ $.05 per page, for campus flyers, printed materials for distribution at workships, evaluation instrument, final report and so on)	$100.00

Total: $895.00

III.	Equipment	None
IV.	Travel	None
V.	Other costs	None

Grand Total: $895.00

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BUDGET JUSTIFICATION

Include justification for expenditures in each budget area (I-V). Narratives should be specific and concise. Use additional pages if necessary.

I. Personnel:

Brian McNaught assesses a $2,000 per day fee for conducting his workshops aimed at reducing homophobic behaviors on college campuses.

The services of the following persons will be in the form of in kind/cost sharing contributions.

Philip Martin, Director, Gay, Lesbian and Bisexual Student Services, will assist in devising the publicity plan, and he will be Mr. NcNaught's host on campus. Mr. Martin will serve as a liaison to student groups and other Student Life Offices which can encourage student leaders to attend the workshops. He will also work with faculty members interested in building workshop attendance into the curriculum of courses they will be teaching the quarter Mr. McNaught will be visiting OSU. In addition, he will draft a letter to University personnel in supervisory positions urging them to support participation in the workshops by those in their units. Mr. Martin will assist in the design of the publicity materials, the printed matter to be distributed at the programs, the evaluation instrument and the assessment of the workshops' success.

Willa Young, Graduate Administrative Associate, Gay, Lesbian and Bisexual Student Services, will coordinate the project. She will schedule the event and make the arrangements for Mr. McNaught's visit and the workshops. She will design the publicity flyers and invitations, the materials to be distributed at the workshops, the evaluaton instrument and complete the assessment of the programs' success. Additionally, Ms. Young will write the final report for submission to the Committee on Women and Minorities.

Donnette Miles, Secretary 2, Gay, Lesbian and Bisexual Student Services, will provide all clerical support for the project and direct the work study staff in their project related tasks. She will coordinate all necessary University paperwork (i.e., travel forms, room scheduling, payment requests, and so on) associated with the project.

Work study staff members will be responsible for all copying associated with the project as well as readying mailings to persons invited to the workshops. They will also distribute and post publicity flyers.

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II. Supplies:

In order to publicize the workshops, invitations must be printed and labels for the staff mailing must be purchased. Additional publicity will be generated via flyers distributed on campus, the copying of which will be covered under Gay, Lesbian and Bisexual Student Services cost sharing contributions. Printed materials to be distributed to workshop participants will be a cost sharing contribution to the project. The materials are essential to the project as they reinforce OSU's non-discrimination policy and the information from the workshops with Mr. McNaught. Such materials, used as a later reference or shared with peers, become part of the long-term impact of the workshops. The copying costs of the evaluation instrument necessary for determining the project's success and of the final report required by the Committee on Women and Minorities will also be financed as a cost sharing contribution.

III. Equipment: None

IV. Travel:

Mr. McNaught lives in Gloucester, Massachusetts. In order to conduct the proposed workshops, it will be necessary to provide him with roundtrip airfare from Boston to Columbus, hotel accomodations for the nights preceeding and following the workshops as well as meals for the two days he is in Columbus at the OSU per diem rate.

V. Other Costs: None

VI. Justify funds to be spent after the first year: None

TENATATIVE TIME SCHEDULE FOR THE PROJECT

SPRING QUARTER, 1991:
Upon notification of funding, the date for the workshops will be chosen and confirmed with Mr. McNaught. (As of 4-16-91, he is booking dates for January 1992 and later.)

SUMMER QUARTER, 1991:
The following tasks will be accomplished.

- Workshop auditoriums will be scheduled.
- Invitations will be designed and printed.
- Labels will be ordered.
- Flyers will be designed, copied, and a distribution plan will be devised.
- A publicity plan will be designed, and press releases will be written for distribution to the OSU media, to gay, lesbian and bisexual community media and to traditional Columbus media organzations.
- Liaison work will facilitate the formation of a list of appropriate student organiztion leaders, RAs, fraternity and sorority leaders, residence hall residents, and classes to be invited to the workshops.
- The evaluation instrument and materials to be handed out at the workshops will be devised and copied.

AUTUMN QUARTER, 1991:
The following tasks will be accomplished.

- Publicity materials will be sent out.
- Contacts will be made with The Lantern's diversity beat reporter for publicity cooperation.
- Travel and accomodations arrangements will be made.
- Work will be done with University officials and student leaders to encourage workshop participation.
- Contacts will be made to encourage workshop participation by staff members (central administration, student life services, academic counseling, security, residence and dining halls, greek affairs, career counceling and placement, health and counseling services and campus ministries as well as teaching faculty).
- Invitations will be mailed.

WINTER QUARTER, 1992:
The following will be accomplished.

- The workshops will be conducted.
- An assessment of the project's success will be made.
- Final paperwork associated with University forms will be completed (i.e., travel forms, payment requests, and so on).
- The final report will be written and submitted to the Committee on Women and Minorities.

Residents ousted

OSU Lantern

Thursday, May 24, 1990

Craig Higgins/the Lantern

Blake Squires, 19, a freshman in Industrial Design, begins to remove his belongings from his dorm room on the third froor of Bradley Hall Wednesday.

By Kurt L. Lelb
Lantern special assignment writer

University officials closed the third floor men's wing of Bradley Hall Wednesday and reassigned 34 students to other resident halls after an unsucessful year-long battle by two homosexual residents to stop the harassment against them.

The Office of Residence and Dining Halls ordered the wing closed because student harassment of Michael Scarce and Tom Fletcher increased during the past month. University officials acted after a threat was reported Wednesday morning.

Letters previously had been sent to residents of the third floor by officials from the Office of Residence and Dining Halls warning that serious action would be taken if Scarce and Fletcher continued to be harassed.

Fifteen of the letters were found taped to their door with the message "Die Fags" scrawled across the center, and University Police were called at 12:30 a.m.

OSU Police Captain Deborah Jones said the department is investigating Wednesday's incident and others that have occurred. One officer was posted on the floor Wednesday afternoon as a security precaution, Jones said.

Residents of the floor said they were told by hall officials about 12:30 p.m. Wednesday that they had until 10:30 p.m. to be packed and moved out.

"I could see if someone was beating them (Scarce and Fletcher) up. All they (floor residents) are doing is put-

for threats to gays

ting stuff on the door. All you do is take it down and ignore it. You don't call the police," Adrian Plesha, a resident of the floor, said.

Chris Hadden, another resident, said, "This is really childish. We were not given our say."

Officials from the Office of Residence and Dining Halls called a meeting for 4:30 p.m. to address questions from the residents. William Hall, director of Residence and Dining Halls, told the residents he was using his authority to relocate the students. Hall said his office is also taking action against those students who can be identified.

Eric Poklar, one of the evicted students, left while the meeting was still in progress. "The university is just making a statement because it is coming down to legal action and the reputation of the univeristy is at stake," he said.

"There have been incidents all year long and (officials) had names early on but didn't do anything with them," Poklar said.

He cited a letter to the editor published in the Wednesday edition of *the Lantern* in which Scarce threatened to act on his own unless the university took action.

Hall denied that his decision to relocate the students stemmed from the letter.

> "The university is just making a statement because it is coming down to legal action and the reputation of the university is at stake."
>
> — Eric Poklar

"The situation has gotten out of hand," Hall said. "I've given students ample time to come forward and identify offenders. No one did."

"I support the victims," a parent of an evicted resident said. She said it was too bad the students had to move, but said that it is a good lesson for the residents to learn. "They will never forget it," she said.

"I think it's unfortunate that it has to come to this," Fletcher said.

"It's not safe for anyone up there. It's totally focused on hate and harassment, and no one can study in that environment," he said.

The university informed the residents that if these situations did not stop officials would take action, Fletcher said.

He also said some of the students on the floor were not involved in the intimidation, but should still be moved.

"It's a very unfortunate situation but the reality is they aren't safe either, Fletcher said. "They would be sitting targets like everyone else."

Fletcher said the situation could have been avoided if Residence and Dining Halls would have attempted to educate students after the initial incidents began.

"Their system should have been more effective to deal with this," Fletcher said.

Scarce said he and Fletcher intended to stay on the floor but now think they have become targets and will move off campus.

"Today is a real precedent-setting situation," Scarce said. He added that even though he and Fletcher are not returning to the residence halls next year.

"It's just a matter of time before something like this happens again and hopefully the university will handle the situation better from the start instead of letting it get this far," Scarce said.

He called the situation a real positive statement to other gay and lesbian students living in residence halls. "They can now say 'we have a system behind us and there is a way for us not to be living in terror constantly,'" Scarce said. "This is definitely not over. Not by a long shot."

Some displaced residents

claim to be victims as well

5-25-90

By Juli Grant
and Christine Cicero
Lantern staff writers

Some of the students who were evacuated from Bradley Hall Wednesday said they had no problems with having homosexuals living on the same floor as they, and only a select few harassed the two gay men living there. These students also said they are victims of incidents of which they had no part.

Robert Troutman, 18, of Contesville, Penn., a freshman majoring in journalism, said he was made a victim in a situation in which he was only a spectator.

Troutman said he did not have a problem with the two homosexual residents living in his dorm.

"I have been taught to accept diversity," he said.

"The rules at this university are that two students of the same sex can live together, I don't feel their sexual preference should matter," Troutman said.

Troutman said he was only given a 10 hour notice to leave the dorm and could either be relocated or break their contracts altogether.

He said his parents are very upset over the University's decision to relocate him and are looking into pressing charges.

However, Troutman added, "the removal of the homosexuals would have been wrong because they were the victims in the situation."

Christopher Balthis, a freshman from Celina majoring in architecture, and Zeigler's roommate in Bradley, said the students responsible for the anti-gay activites were already on probation.

> "Most of the people on that they're homosex used that for power. \ their sexual orientation

In a meeting Wednesday night with William Hall, director of Residence and Dining Halls, Balthis said the students were told that it is a collective responsibility for everyone to make sure harrassment does not happen.

Balthis said Hall told the students that the perpetrators of the discrimination should have been brought before the Residence and Dining Halls

> our floor don't really care uals, but it seems they We could care less what is." — Chris Ziegler

by the other students.

"I know he knew who did it," Balthis said, "We're not babysitters, and it's not my job to worry about it."

Chris Ziegler, a freshman from Celina said the individuals who committed the anti-gay messages were identifiable because they were asked to attend Residence Hall hearings regarding their harassments.

"Most of the people on our floor don't really care that they're homosexuals, but it seems they used that for power. We could care less what their sexual orientation is," Ziegler said.

Eric Poklar, a freshman from Beachwood, said the move has disrupted his job as well as his studies.

Poklar works for Bradley-Patterson-Seibert weekend housekeeping and feels the banishment from south campus may cost him his job.

Poklar has not been notified whether he has lost his job or not despite many calls to the university.

Craig Higgins/the Lante

Robert Troutman

Students clash over

By Larra Reed 5-25-90
Lantern staff writer

Demonstrators gathered in front of Steeb Hall yesterday afternoon to voice numerous opinions about Wednesday's transfer of 34 residents from a campus dormitory because of increased harassment of two gay roommates.

About 50 demonstrators, some protesting in favor of the roommates and some in favor of the displaced dormitory residents, displayed banners and shouted slogans at each other as the number of onlookers grew into the hundreds.

The demonstration began at 3:30 p.m. and lasted for about one hour. OSU police blocked off the area of College Road between West 11th Avenue and West 12th Avenue when the demonstration spilled onto the street. Deputy Chief Larry Johnson, who was in charge of police controlling the crowd, said it was better to block the area to cars rather than risk someone getting hurt in the traffic.

The two roommates who were harassed, Michael Scarce and Tom Fletcher, were both present at the demonstration, flanked by two security guards.

The two men have received 24-hour security since 11 a.m. Wednesday, paid for by the university.

Demonstration organizer Lawrence Sumpter, a political science major and resident of Steeb Hall, said the purpose of the demonstration was to protest the university's decision to evict all 34 of the residents of the east wing of Bradley Hall's third floor after increased harassment of Scarce and Fletcher.

Sumpter said they were not protesting against homosexuality, but only how the university handled the situation was explosive and then made their statement."

Sumpter added if two homosexuals could live responsibly in the dorms together, then heterosexual men and women should also be allowed to live together.

Steve Collingsworth, a junior majoring in English and a member of the Gay and Lesbian Alliance, said the rights of Scarce and Fletcher have been breached, not the rights of the other dormitory residents

"I think that there is no such thing as homosexual rights, womens rights, or black rights. It's just human rights. That's basically what we're fighting for," Collingsworth said. "We're human as well as they

> "They are focusing attention on 'the poor people who had to move out of their dorms,' rather than us, who were harassed."
>
> — Tom Fletcher

Craig Higgins/the Lantern

matter.

As for the protesters who were shouting obscenities, Sumpter said he did not represent them.

Sumpter said he thought if it had been racist threats against blacks, the university would have handled it more smoothly.

"I'm protesting the university," Sumpter said. "They waited until the

resident rights

are."

Fletcher, referring to the debating in the street, said what was needed was mature and rational discussion, rather than shouting matches.

Fletcher said the protesters were hiding behind their arguments and in reality did not like gays or lesbians.

"They are focusing attention on 'the poor people who had to move out of their dorms,' rather than us, who were harassed," Fletcher said.

"People who are shouting things out the window should come out and talk, instead of hiding in their rooms," Fletcher said.

Midway through the demonstration, OSU police captain John M. Petry entered Steeb Hall to confiscate a recording of comedian Andrew Dice Clay from resident Sangston Woodruff, a freshman from Northfield, Ill., who was playing the recording from a dorm room window.

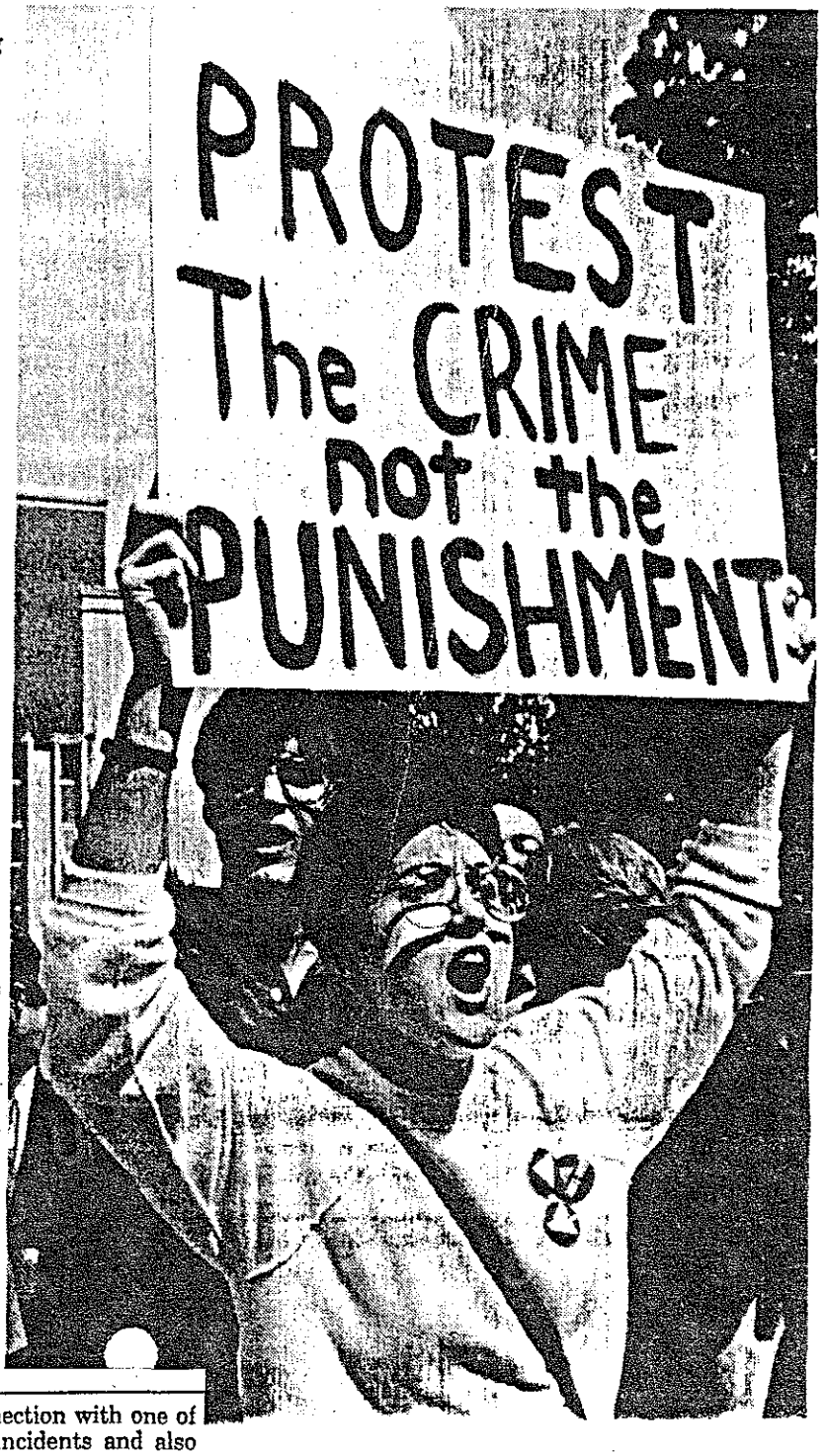
Clay has been receiving media attention for his jokes about homosexuals and women.

Woodruff said he played the recording to protest the Gay and Lesbian Alliance.

"Fuck the faggots, really, screw 'em all. I think it's all a crock," Woodruff said. "They should go back in the closet."

"I don't like them. . . I don't think there should be fags. They should

See CLASH: page 2



CLASH: from page 1

basically be dead, I guess," Woodruff said.

Brad Wendle, a junior who is on probation in connection with one of the harassment incidents and also was forced to leave Bradley, said he was there to protest being moved.

Robert Troutman, a freshman who was removed from Bradley, said he had always been taught to accept diversity.

Troutman said to only remove the gay roommates would be wrong because they were the victims.

"But now I feel I am the victim," Troutman said.

Brad Liming, a freshman in elementary education, said kicking out people two weeks before the end of the quarter was interfering with their rights too.

At the demonstration, Liming and Iggy Sanson, a freshman majoring in horticulture, were holding up a sheet on which was written: "If homosexuals can co-habitate, we want female roommates."

Scarce said it is a gross generalization to assume two people living together are involved sexually.

Christine Cicero, Kristi Maines and Ryan Somerville contributed to this report.

Controversey over gay, lesbian issues continues

By Kurt L. Leib
Lantern staff writer

The dust may have settled on the men's wing of Bradley Hall's third floor, but the controversy over gay, lesbian and bisexual issues continues.

"The fallout has just begun," said Michael Scarce, one of the Bradley residents harassed because of his homosexuality. "Some people only see that 34 students were inconvenienced."

Chris Zeigler, a freshman from Celina who was evicted from Bradley hall along with 33 other residents after anti-gay sentiment escalated, said all of the third floor residents were shocked because nobody knew what was going on.

"They gave us 10 hours notice to have everything out of our rooms," Zeigler said. "I don't think this helped anything. It only made everyone mad. It seems the university got scared, and this was the easiest way out," Ziegler said.

Zeigler said they were sent letters on Tuesday in regard to the problems between homosexuals and heterosexuals. Then Wednesday at noon they were told about the evacuation.

As a part of the evacuation, he said the former students of the third floor of Bradley are not permitted to eat in or even enter Bradley, Siebert, or Patterson Halls.

"Mr. Hall told us that if any of us were found on the third floor of Bradley, that it was considered criminal trespassing, and that action would be taken," Ziegler said.

Robert Troutman, a freshman from Contosville, Penn., majoring in journalism and former Bradley resident, said he thought the university was trying to postpone any action until after spring quarter in order to simply dismiss the issue altogether.

Troutman said he and his parents are considering taking legal action against the university.

Scarce and Tom Fletcher, his Bradley Hall roommate, said they think the university could have handled the situation differently. They said they had to go directly to the top and talk to the director of Residence and Dining Halls before any action was taken.

"It's too little, too late. Not that they (residence and dining halls) didn't try to assist us," Fletcher said.

Scarce and Fletcher, who are gay, lived together in Bradley Hall, but said they are not lovers. They said part of the problem has been the assumption by other students that because two gay residents live together in the same room they are having sex. "The administration people were telling us that our situation had smoothed over. That was not the case, our situation had escalated," Scarce said.

Officials in the Office of Residence and Dining Halls and Residence Life said they have worked on resolving this problem all year.

Bobbie Bauwin, hall director for Bradley, Patterson and Seibert Halls, said several programs were initiated to address homophobia, but few students showed up. "Traditionally people of different opinions steer clear of those actions."

"My meetings with students were very negative. I'm not sure being ugly is a solution," Bauwin said.

Three incidents were the catalyst for drawing in Residence and Dining Halls. Bauwin said the first event occurred in October and the individuals responsible were not found. The next two incidents occurred in January and March and were pretty serious, Bauwin said. Both of these incidents led to judicial referrals for the students that were identified.

Ziegler, said he noticed some of the problems fall quarter after Scarce and Fletcher hung a poster outside their room in reference to National Coming-Out Day, the words "No Faggots" appeared in shaving creme on the hallway walls. Soon afterward, the words "No Bigots" were written on the walls in toothpaste, Ziegler said.

Brad Wendle, a former Bradley Hall resident, said Thursday he had been summoned several months ago to appear before the university's Office of Judicial Affairs on charges of hazing, harassment and other similar offenses relating to a shaving creme fight.

Wendle said he was told someone wrote derogatory comments about gays on the bathroom mirrors, but denied any involvement in the incident, saying he had been in bed, asleep at the time.

Letters attached were sent to the third floor residents of Bradley Tuesday by both campus mail and hand delivery under each door.

These letters warned of serious action if the pattern of homophobic behavior directed toward Scarce and Fletcher did not end. The letter was signed by Michelle Jacobson, south area coordinator, and Merrily Dunn, judicial affairs coordinator.

Scarce and Fletcher called OSU Police to their room early Wednesday morning after finding 15 of the warning letters stapled together and taped to their door with the words "Die Fags" scrawled across the middle.

The evacuation of the third floor residents was discussed at a meeting 4:30 Wednesday night with William Hall, director of Residence and Dining Halls, Richard Hollingsworth, Dean of Student Life, the resident advisers and hall directors of Bradley, Siebert and Patterson Halls, students, and parents, Ziegler said.

The ultimate decision to reassign the students and close the wing was made by William Hall, director of Residence and Dining Halls.

"I absolutely think it is the right thing to do," he said. Hall said it is wrong for residents to stand by silently while these events occurred. "The silence says we support these kinds of things," Hall said.

Richard Hollingsworth, Dean of Student Life, said he supports the action taken by Hall.

"That was not a healthy environment for anyone on that floor, and so they shut the whole thing down, and they have a right to do that under their contract," Hollingsworth said.

"There is a clear message being established that if there is a repeated pattern of harassment of anybody that residence halls are going to deal with that and will do whatever is necessary to create positive living environments for everybody who lives there," Hollingsworth said.

Scarce and Fletcher said they were not trying to make a statement as a result of this situation. "The residents being moved off the floor contacted the media," Scarce said.

"People keep asking us 'Was it worth it?' We say 'It's definitely worth it," Scarce said.

Both men have been moved to an undisclosed off-campus location owned by the university. The university also provided two private security officers.

Kristi Maines contributed to this report.

OSU police try to find who threatened gays

By Tim Poulin
Dispatch Higher Education Reporter

The Ohio State University police monitored the telephone of two gay students living in Bradley Hall to determine the origin of harassing phone calls to their room.

But police don't know who was making the calls.

"We have been able to identify some sources of the calls, but we can't say who specifically did what," said Capt. Deborah Jones of the OSU police.

"We have some avenues to follow on that. Our investigation is progressing."

The telephone calls, homophobic gestures and threats to the gay students led OSU officials to close the men's third-floor wing of the dormitory Wednesday.

Most of the 32 male students who lived on the floor were moved to other dormitories on campus and a few opted to move into fraternity houses, OSU officials said.

The two gay students — Mike Scarce, 20, a sophomore from New Paris, Ohio, and Tom Fletcher, 19, a sophomore from Greenville, Ohio — were moved to off-campus living quarters, and OSU security officers are providing 24-hour protection.

OSU police had been monitoring the telephone of the gay students, with their consent, for about a month. The telephone calls included death threats, the gay students said.

OSU police would not divulge the origin of the calls or say whether suspects were students living on the same floor as the gay students.

"We have not established a direct link between what happened on the floor itself to the telephone calls," Jones said.

"It could be totally unrelated. If there is a connection, certainly we hope to discover that."

A number of people, including students who lived on the dorm floor, are being interviewed by police, Jones said.

The person or people responsible for harassing the students could face criminal charges that include disorderly conduct, telephone harassment and ethnic intimidation, Jones said.

"If we do bring charges, we will be consulting with the county prosecutor first," Jones said. "We just don't know where it will fit in in relation to those laws."

The university also is investigating. In recent months, numerous students from Bradley Hall have been referred to the university judicial system, which deals with complaints about student conduct.

"Not all the charges are related to actions against Mike and Tom, but it is associated with the hate behavior due to the negative relationship on that floor," said Saundra Schuster, director of student development at OSU.

The cases are in the process of being resolved, Schuster said. More charges, if any, probably will be filed once police conclude their investigation, she said.

Students could face discipline ranging from suspension to dismissal from OSU.

Scarce and Fletcher are considering a civil lawsuit against those involved and OSU, Scarce said. They said they believe OSU was negligent in handling the incidents and are seeking reimbursement of tuition and room and board for the year.

They said they have been trying to keep their attention on classes. But it hasn't been easy.

A rally yesterday in front of Steeb Hall to protest the treatment of the students moved from Bradley Hall turned into a heated debate between some of those students and members of the Gay and Lesbian Alliance, a student organization.

Some of the relocated students complained that they should be allowed to room in campus dorms with their girlfriends if OSU allows gay students to live together.

Scarce and Fletcher are friends, not lovers, Scarce said.

"We are being portrayed as political activists and gay activists, but we are students," Scarce said.

"That is why we are at Ohio State University, to get an education."

OSU had to deal with irate telephone calls yesterday from parents whose children were moved. Some of the parents have threatened to sue the university, an OSU official said.

"I explained why we made the decision, and we are going to stick by that," said William H. Hall, OSU's director of residence and dining halls. "I think I made the right decision, ethically and morally."

"It is late in the academic year, but this is also part of their education," Hall said. "It is not going to show up on their grade card, but I really hope they learn and grow from this."

The Columbus Dispatch
FRIDAY, MAY 25, 1990

THE OHIO STATE LANTERN, Friday, May 25, 1990

EDITORIALS

OSU action late:

Officials encouraged homophobia, threats

Homophobia should not be tolerated by Ohio State in any form whatsoever. This is supposed to be a place of higher learning and intellectual activity, not gay bashing and persecution.

Residence and Dining Halls closed the third floor men's wing of Bradley Hall on Wednesday, after Mike Scarce and Tom Fletcher, two gay residents on the floor, reported that they received a death threat. This was the culmination of seven months of harassment by floor residents, which Scarce and Fletcher had reported to the proper officials but had been ignored.

RDH not only tolerated this inane and juvenile homophobic behavior, but encouraged and perpetuated it by refusing to take immediate action against those individual residents who harassed Scarce and Fletcher. RDH allowed those residents to violate Scarce and Fletcher's civil rights without any punishment.

The OSU nondiscrimination policy prohibits discrimination against any individual based on sexual orientation and guarantees that all university activities are extended to all persons.

RDH clearly violated the university's own policy because Scarce and Fletcher were discriminated against by the university officials who ignored the problem and the harassing individuals.

When RDH finally chose to act, officials had no other choice but to take a drastic action resulting in sweeping generalizations. It was the only respectable thing to do after ignoring the problem for so long. No one has the right to harass or threat any individuals for being gay, lesbian or bisexual, but that is what some former residents of Bradley Hall did.

Chances are. not everyone who had lived on the floor took part in the harassment of Scarce and Fletcher. But because there was no one was willing to admit to the death threat, everyone on the floor was forced out of the dorm — guilty or innocent. If RDH had punished the individuals who Scarce and Fletcher identified in their earlier reports, this entire situation could have been avoided and those who are truly guilty would have been the only people punished. Officials should have set a precendent by drawing attention to and prosecuting those individuals.

The heterosexuals that were forced to move to other dorms should not be angry or place any blame on Scarce or Fletcher. They should be angry with RDH for not taking appropriate and immediate action, as well as themselves.

Scarce and Fletcher did not force or even suggest that all the residents of their floor should be moved, they only wanted to live without being threatened — a basic human right. The other floor residents chose to harass Scarce and Fletcher and post death threats on their door. Those residents who claim to be innocent, still allowed the harassment to continue by not speaking out against it.

By moving everyone off of the floor, Ohio State excused their actions because those who committed the harassment have thus far remained unpunished. They were not singled out in any way for their barbaric attitudes against people who are different from themselves. The only consequence they have had to suffer is a mere inconvenience for harassing two men for more than seven months. More than anything, they were rewarded by the university for their homophobic ideas and actions.

Forcing all the men to move from the third floor wing of Bradley Hall is nothing but a public relations move for the university and RDH. Now they have portrayed themselves as a protectorate of gay rights, when in fact they knew of the harassment for nearly a year. If action had been taken immediately after the harassment was reported, this drastic measure could have been avoided.

Those who committed these hate crimes should face severe consequences, including criminal prosecution and dismissal from Ohio State. The university must correct the mistake it made by ignoring the harassment reports. It must take harsh action against any and all individuals who threaten others on the basis of race, religion, gender or sexual preference. And most importantly, RDH officials must examine and correct their policies for dealing with harassment and other violations of individual rights to ensure that a similar travesty is never repeated.

The university is further encouraging and condoning this ignorant and discriminatory behavior if it allows the incident to be forgotten and the guilty individuals to go unpunished.

Tim Doulin
patch Higher Education Reporter

College is tough for Mike Scarce and Jon Fletcher, sophomores at The Ohio State University.

Their difficulties are not so much inside the classroom as outside.

Threatening signs were hung on the door of the dormitory room they shared at Bradley Hall.

Harassing telephone calls greeted them at all hours of the day. They even received death threats.

The two students are gay. They are roommates and friends, but not lovers. The harassment came from fellow students.

"There is just so much ignorance," Scarce said.

"They didn't really try to get to know us. They prejudged us. If they wanted to hate for the right reasons — my personality or something — that would be one thing. But just to hate us for our sexual orientation, I feel it is really wrong."

The matter erupted last week. Under the threat of a lawsuit from the two gay students, OSU closed the men's third-floor wing at Bradley Hall.

Students living on the wing were relocated to other dorms on campus or told to find another place to live. Although they wished to stay in Bradley Hall, Scarce and Fletcher were moved to off campus living quarters. OSU is picking up the tab for their new accommodations.

The situation involving Scarce and Fletcher is the most publicly visible case of harassment of homosexuals at OSU, but certainly not the only one, university officials said.

OSU estimates that about 6,000 homosexuals, lesbians and bisexuals are enrolled at the school.

In part to help educate an often intolerant student population, OSU announced plans earlier this year to create the Gay, Lesbian and Bisexual Student Services Office. OSU is one of a handful of universities to establish such an office. It will be similar to those already in place for African-American, Hispanic, Asian-American and women students.

The office will have a referral service, set up workshops and bring speakers to campus to discuss issues facing the homosexual community. It will try to reach the entire campus community, not just its homosexual segment.

"Hopefully, the office will educate and help make the campus a better environment," said Phil Martin, acting director.

That may take some doing.

In a 1987 campus poll, 77 percent of OSU students and 54 percent of faculty members said they feared or were hostile to homosexuals.

The poll also showed that 58 percent of homosexual, lesbian and bisexual students felt excluded from campus functions; 53 percent felt isolated at the university; 35 percent experienced discrimination on campus; and about 40 percent said they wanted to leave OSU for a more supportive environment.

The poll was conducted by a committee of faculty and staff members and students appointed by OSU President Edward H. Jennings to study the need for an office dedicated to the homosexual community.

Attitudes haven't changed much since the poll was conducted three years ago, Martin said.

"You constantly see anti-gay graffiti or slogans in public buildings or in the residence and dining halls," he said.

"There are physical threats. There are landlords who want to evict you or professors who are homophobic. You wonder how open can you afford to be with a class assignment where you are writing about love. There is a whole myriad of issues that affect the population."

The intimidation often causes homosexual students to hide their sexual orientation.

"We are so afraid of the oppression we might face, we put ourselves in a position where we won't have to face it," said Chris Kelly, a senior from Columbus.

OSU is stepping out of the closet, in a way, to face the issue.

The school joins the University of Michigan, the University of Pennsylvania, the University of Massachusetts at Amherst and Mankato (Minn.) State University in setting up an institutionally funded office, with a full-time staff, for homosexual students.

Other universities, such as the University of San Francisco, offer programs for homosexual students.

OSU is one of 66 universities that protect homosexuals under a non-discrimination policy. But the students need more, university officials said.

Please see **GAY** next page

GAY continued from 1D

At the moment, the OSU Gay and Lesbian Alliance, a student organization, is the only support for the homosexual community on campus.

The office will give students a link to the administration that the student organization doesn't have.

The office could have helped Scarce and Fletcher cut through the bureaucracy to solve their problems, one student said.

"If you had an office set up to show students how to deal with problems in the most efficient way, it would help," said Jill Emmert, co-vice president of the Gay and Lesbian Alliance.

Some gay and lesbian students view the new office as a sign of recognition from the administration.

"It is a major milestone," said Amy Price, 22, a senior from Akron. "For some reason, it brings legitimacy to what is going on."

The office will serve as a beacon for homosexual students on campus, she said.

"I'm in women's studies and sociology so I get gay and lesbian panels to come into my classes," Price said.

"But if you are an engineering major or an accounting major, where are you going to hear about these things? If you're just coming out on your own, you may not know where to turn."

The office may encourage closeted homosexual faculty members to step forward as role models for students. More often than not, students fill that role now, Price said.

"It would be nice to have other role models. Ese professors, willing to take that chance," Price said.

The student organization would like to see the new office establish a mentoring program so new students who are homosexual can see campus from the perspective of a similar student.

A library of books, literature and pamphlets, and a homosexual curriculum similar to those already established for blacks and women, should be added in time, the student organization said.

The OSU office will have a full-time director who will be hired this summer. A graduate student will be the assistant director. The office will have an annual budget of at least $35,000.

The fledgling office has been operating through the Office of Student Life in the Ohio Union. Starting this summer, the office will be moved to a permanent home elsewhere in the building.

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MONDAY, MAY 28, 1990

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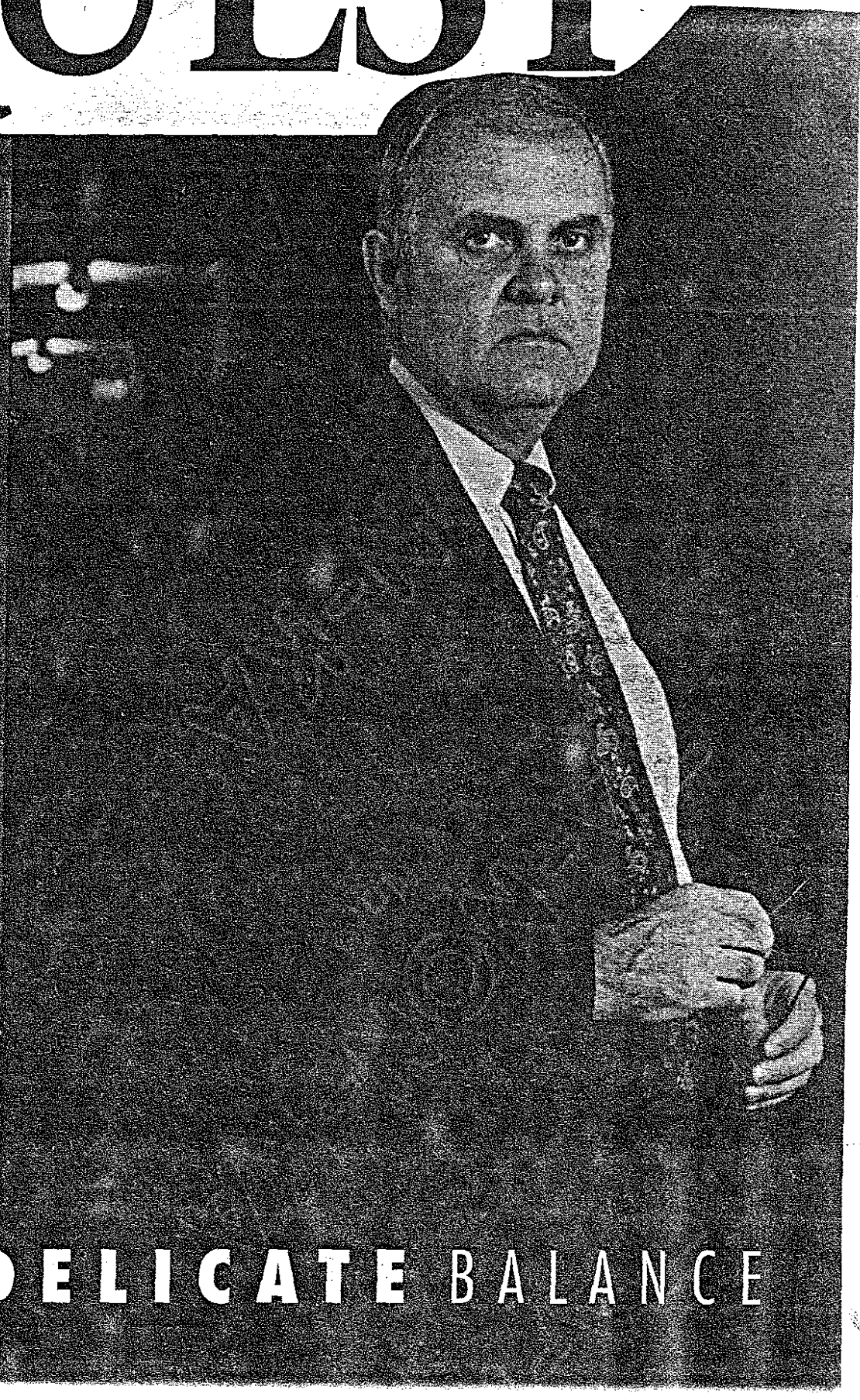
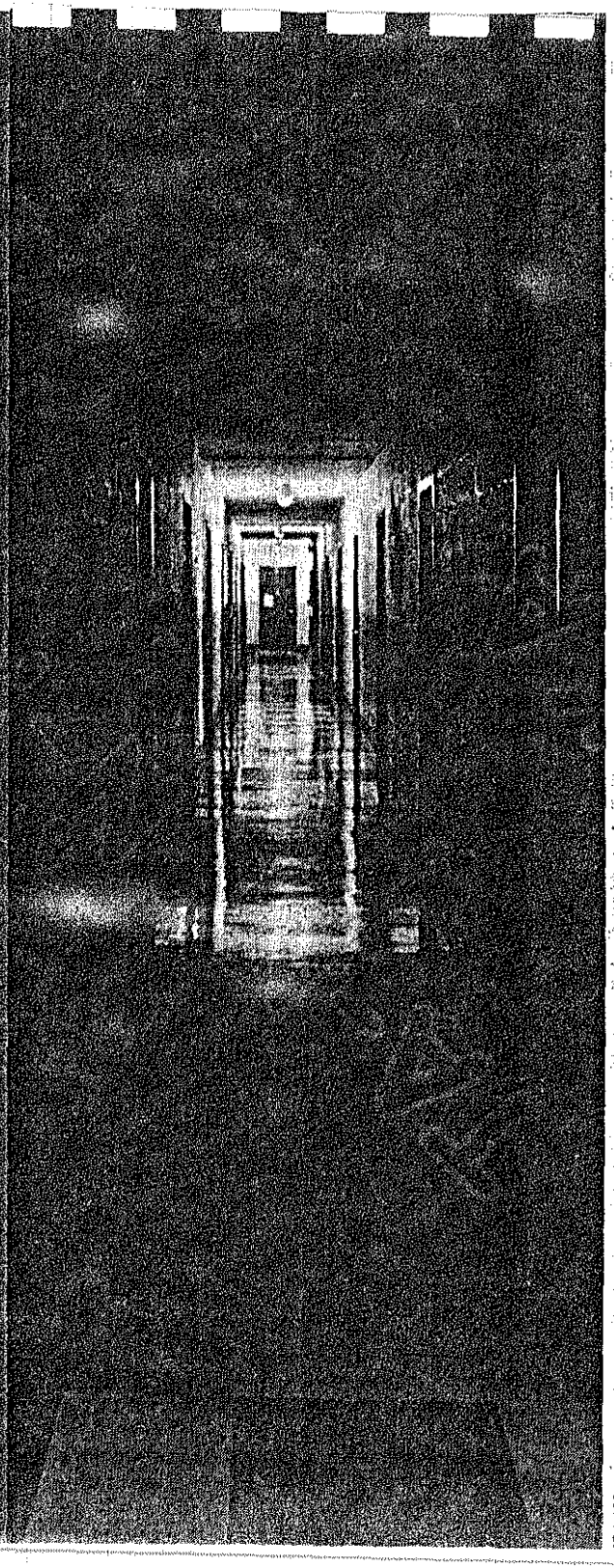


LAST SPRING BILL HALL SHUT DOWN A FLOOR IN BRADLEY HALL AFTER TWO GAY RESIDENTS THERE HAD BEEN HARASSED FOR SEVEN MONTHS. HIS DECISION PROVOKED A STORM OF CONTROVERSY AND PROTEST: HE WAS ACCUSED OF BEING TOO HARSH BY SOME AND TOO LENIENT BY OTHERS. IT'S HALL'S JOB TO KEEP PEACE AMONG 12,000 CAMPUS RESIDENTS, AND HE OFTEN HAS TO STRIKE

AN INDELICATE BALANCE

SEE PAGE 8

THE ABOVE IMAGE IS FROM A PHOTOGRAPH TAKEN LAST YEAR ON THE THIRD FLOOR OF BRADLEY HALL, AT RIGHT. THE MESSAGE, WHICH WAS WRITTEN IN SHAVING CREAM ON A BATHROOM MIRROR, WAS ONE OF NUMEROUS ANTI-GAY GESTURES DIRECTED AT STUDENTS TOM FLETCHER AND MIKE SCARCE.



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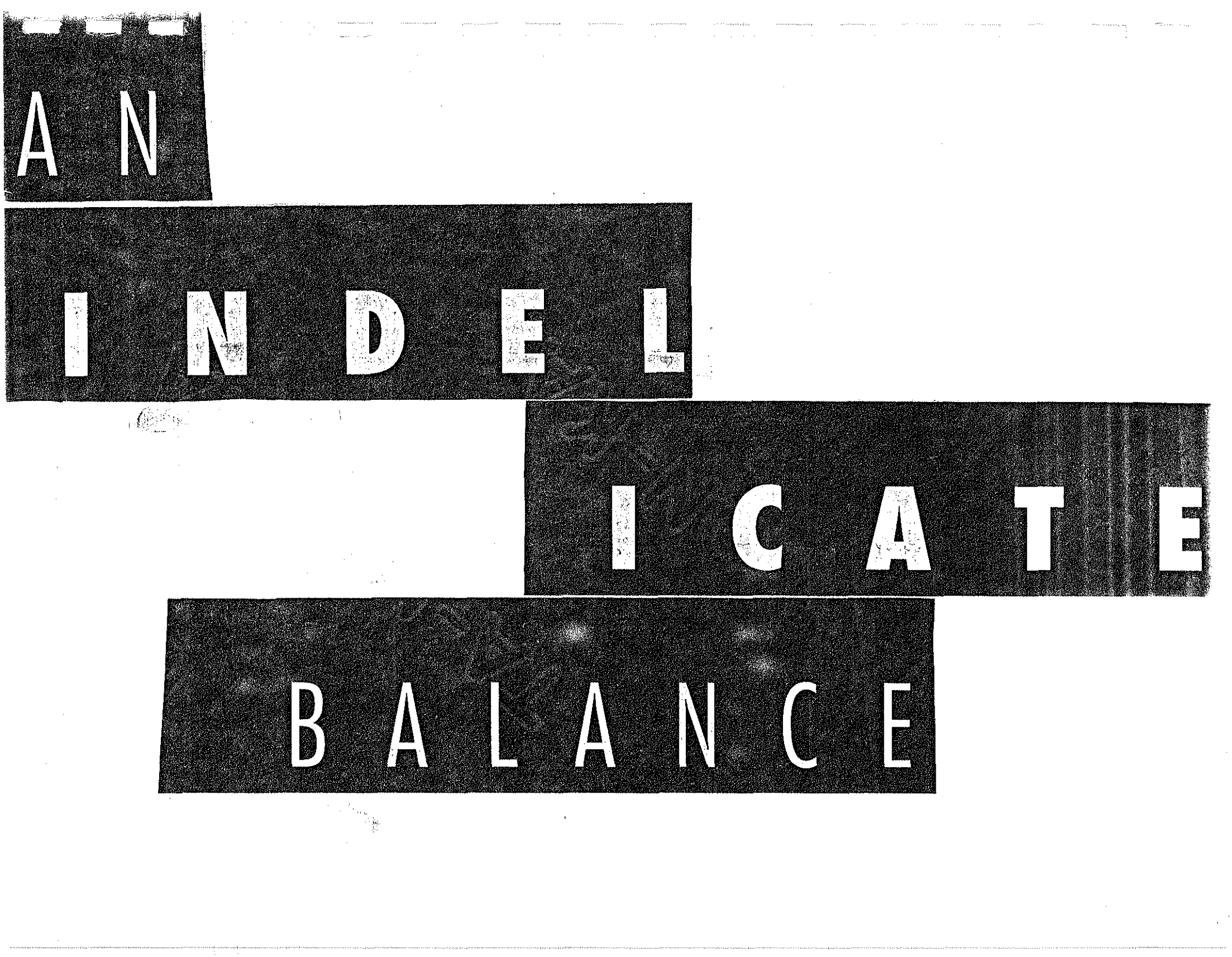
AN
INDELICATE
BALANCE

By Beth Lindsmith

Every morning for seven months, Mike Scarce and Tom Fletcher left their room on the third floor of Bradley Hall not knowing what to expect. Some days, there would be nothing. Other days, they'd endure catcalls and insults as they walked down the hall. Then there were days when they'd find death threats on their door. There was, almost daily, some message—implicit or explicit—that they were unwelcome and despised.

The harassment came to an end on the morning of May 23, when police officers and residence hall staff went room to room on Bradley three ordering 32 students to move out. It was the third time in a decade or so that a residence hall situation had become so volatile that the administration decided to evacuate the unit. "The entire floor needed to be shut down. It was not a healthy environment for any of the residents," said Bill Hall, who is director of residence and dining halls at Ohio State and the administrator who made the final decision to relocate the students.

Hall's action provoked a storm of controversy and national media attention—the story made it all the way to the *New York Times* and *USA Today*—and kept the local media buzzing for what Hall thinks is a curiously long time. "There wasn't even a ripple when we closed down floors on two other occasions, and those were similarly volatile situations."

The Bradley Hall incidents, however, involved acts against two gay men, and the University's decision was seen by many as an endorsement of homosexuality. "That is simply not true—we're not in the business of trying to persuade people that *any* lifestyle is better or more right than any other," he said. "With 12,000 residents in University housing, it's neither possible nor appropriate for us to dictate a particular set of beliefs. All we can do is try to foster understanding—it's a very small world out there, and if students can cope with people's differences in a residence hall, they'll be much better equipped to deal with the extraordinarily diverse world we live in."

But is it possible to "foster understanding" without imposing *some* kind of value system? Is not tolerance itself a value? Higher education celebrates diversity, but, by definition, a truly diverse institution includes all attitudes—including racism, bigotry, and homophobia.

That notion may be true, Hall admits, but he maintains that accommodating conflicting beliefs sparks the discussion and debate that universities thrive on. He draws the line at the point where belief becomes behavior. A student may believe that homosexuality is unnatural; a student may not write "die fag" on a gay person's door.

"We encourage people to express their beliefs in an open, public forum. We will not permit someone to take out their anger, frustration, and hostility on another individual in a personal way, and that's what happened in Bradley Hall. Those acts were acts of hate—they were not harmless pranks."

Hall said the events that involved Scarce and Fletcher were among the most disturbing he's seen in his 26 years in the university housing business. "In my tenure here, I've seen an increase in incidents like this. It seems to have become more acceptable to act out aggressions."

Fletcher no longer attends Ohio State. Scarce, a communications major from New Paris, Ohio, is now a junior. He didn't necessarily expect everyone to like him; he did expect, however, to be able to sleep, to study, to take a shower in peace. But two and a half quarters of continual harassment made those things nearly impossible.

Scarce and Fletcher are openly gay, leaders in the Columbus gay and lesbian community. They are friends—not lovers, Scarce said—who chose to live together rather than "end up with some unsuspecting straight guys through the residence hall lottery system." Such openness may have made them more vulnerable to harassment, but it also gave them the freedom to fight back.

"I know many people who put up with the same kind of abuse because they're too afraid to report what happens—this kind of stuff happens all the time here. Not very many gay students are able to be open about their sexual orientation, and if someone comes forward and says 'I'm being tormented because I'm gay,' he risks having his family, friends, and professors find out."

The incidents began in November of the '89-'90 school year. Scarce said that residents on the floor suspected he and Fletcher were gay but that everyone was afraid to ask. "We knew people might not feel comfortable asking, so we put a cartoon on our door that said 'Remember when gay meant you like to laugh? Well, it still does.' It was our way of letting people know, but people didn't get it. Tom and I would be sitting in our room, and people would stop outside our door and say 'I don't get it—are they gay or are they making fun of faggots?'"

Then the messages began to appear—students posted "No Fags Allowed" signs on their doors. They'd tell anti-gay jokes loudly in the hall outside Scarce and Fletcher's room. "When our resident adviser tried to talk to them about their behavior, they'd just say things like 'If we want to hate faggots, we should be allowed to.'"

After winter break, Scarce said, the "childish, inconsiderate" behavior continued. "Tom and I both had 8 a.m. classes, and the people next door would play their stereo ridiculously loud and have parties with about 30 people during the week. Weekends, we didn't mind so much, but all that noise that late on week nights on a constant basis really got to us.

"One night we went next door to ask them politely to please keep the noise down, and they just called us faggots and slammed the door in our faces. The RA on call got the same response—they just mocked her and laughed at her while she wrote them up. Then they came over to our closed door and started yelling 'You know who called her, don't you? It's those [expletive deleted] faggots in room 332.' Finally, they went out to the bars."

Scarce and Fletcher began documenting every incident on communication information forms (formerly known as incident reports). Residence halls staff dealt with the problem students in the usual manner—educational workshops, judicial sanctions, and a letter to all Bradley Hall residents reiterating University expectations for student behavior. But throughout winter and spring quarters, the episodes of harassment increased rather than decreased.

"Things were happening on a daily basis," he said. "They'd write 'go home fags' in shaving cream on the walls and bathroom mirror and hang signs in the bathroom that said 'This is the faggot toilet, this is the faggot sink, this is the faggot shower.' When Tom was in the shower, they'd go in the bathroom and yell things at him and take his towel. They'd tape sexually oriented pictures to our door and slip hateful notes under the door. We couldn't walk down the hall without someone saying something crude to us—when we'd leave the dorm, they'd scream really obscene things out the window as we walked down the sidewalk."

The incidents escalated—they went from annoying to humiliating to threatening. Scarce said they started getting anonymous phone calls from men who said they wanted to "kill fags," and someone posted a sign over their door that said "die fags."

"We took it very seriously. Government statistics say that one out of every four gay men is physically attacked at some time in his life," said Scarce. "We were concerned. I went to the people in residence and dining halls and said 'This has got to stop. I have to brush my teeth next to these people in the bathroom every morning.'"

Residence halls staff continued to pursue the usual strategies. Another, more specific letter was sent, this time to students on Bradley three, that indicated further harassment would not be tolerated, and some individuals received University judicial sanctions. In addition, Scarce and Fletcher were given the opportunity to move to another location on campus. They refused.

"We hadn't done anything to hurt anyone, so we didn't see why we should be the ones to move. They kept asking if we had done anything to antagonize the people on the floor, but we hadn't. Tom and I were really beginning to doubt that anything would ever really be done."

On May 22, after more threatening messages had appeared, the administration sent a third and final warning letter. The letter said, in effect, that if one more incident occurred, all residents would be relocated, even if it was unclear who committed the act. That night, 15 of those letters—the original copies—were taped to the gay mens' door. "DIE FAGS" was scrawled in large letters across the pieces of paper.

"That was it," said Hall. "This had been going on for months. We had warned people. We had been extremely clear about our expectations and told the students exactly what would happen if the harassment continued." The next morning—May 23—staff members reassigned 32 male residents from Bradley three to new rooms in other residence halls. The students were scattered—none was permitted to live with his roommate from Bradley Hall. Scarce and Fletcher were moved to University property off-campus and given around-the-clock security guards.

The backlash was loud and immediate. No former Bradley three residents contacted for this article were willing to be interviewed, but they were indignant and angry in reports of the event last spring. The move came less than two weeks before the beginning of finals week, and the students accused the administration of disrupting their lives and their studies because of pressure from outspoken gay and lesbian leaders. Some students—those who assumed Scarce and Fletcher were lovers—protested the fact that two homosexual people are permitted to live together in University housing and requested to move in with their girlfriends.

Some complained that they had not participated and, consequently, were being treated unfairly. One student, when interviewed by *The Lantern*, Ohio State's student newspaper, said he had not been involved and felt no responsibility to speak out on his floor against the harassment. "We're not babysitters," he said. "It's not my job to worry about it."

"I wasn't going to sort out which individuals were responsible this time," Hall said. "I felt that they all had a collective responsibility to each other; we as a society have an obligation to each other when we see this kind of harassment and intimidation. What concerned me the most is that people stood by idly and let it continue for seven months. The men's wing of Bradley three is a small unit—only 34 students live there in very close quarters. Everyone had to know who was participating. Those students who did not take an active role became active by virtue of their silence."

STUDENTS MAY BELIEVE WHATEVER THEY WANT, BUT THE UNIVERSITY DRAWS THE LINE WHERE BELIEF BECOMES BEHAVIOR.

Hall said he received dozens of letters of support from alumni, the Columbus community, and even from religious leaders. "Not everyone was necessarily supporting gay rights per se, but people were extremely supportive of our stance against intimidation and harassment. I'd say we got 10 to 15 positive letters or calls for every negative response."

But some criticized the University for allowing so much time to pass before taking decisive action, and others "violently opposed" punishing the students at all. Hall and his wife even received anonymous threatening phone calls at their home. Some University staff members thought Hall overreacted, as did many of the parents of the relocated students. Several families threatened lawsuits against the University, but to date, no claims have been filed. Hall said that many of the parents didn't know there was a problem on the floor until May 23 when their sons called to say they were moving.

"People said 'Surely you could have let it go with only a couple weeks left in the quarter,' but it had gone on long enough. Throughout the year, we had used all the usual judicial proceedings—which are usually sufficient—to no avail. People needed to know that we were serious, and it was time to make a statement. Ohio State will not tolerate harassment of any kind. At this institution, you ought to be able to express your identity regardless of your race, religion, or sexual orientation.

"If white, male, heterosexuals were being tormented, we'd take precisely the same action against the culprits."

But there are students at Ohio State who feel they are being slighted as the University strives to serve minority groups like gays and lesbians. "There's no doubt that focusing on minority students' rights affects majority students," said Rebecca Parker, who is associate director of residence and dining halls. "A lot of people are sick and tired of hearing about things like Black Awareness Week, Hispanic Awareness Week, and Gay/Lesbian/Bisexual Awareness Week."

When asked if she thinks there will ever be a white, male, heterosexual support mechanism, she says yes. "A lot of people—those people who are concerned about being 'politically correct'—may respond negatively to that. But we need to pay attention to the concerns of *all* groups—angry, white, heterosexual males on this campus today are leaders tomorrow," Parker added.

"As educators, we have a responsibility to pay attention to everyone in the University community. We want to be able to send students out into the world with the skills to cope with an increasingly diverse society."

Parker, who conducts educational workshops for students and staff, says that minority students seem to have a very strong sense of what their difference means and of how other people respond to it. "We've found that majority students, however, do not have that grounding. They tend to identify with being American, period, and have trouble even defining the word *culture*. They are much more likely to define it as the symphony or ballet, whereas minority students tend to define it as community, tradition, or heritage. It's no wonder, then, that some people resent it when gay, lesbian, and bisexual people celebrate their culture."

Issues of sexuality, she said, are different in that they cross races, nationalities, and religions. "That religious hook is a biggie for many people—they may say 'The Bible says homosexuality is wrong, so it's OK for me to feel this way.' Well, the Bible says a lot of things about a lot of different groups, but people pick and choose what they want to use to justify things," she said. "We need to be able to welcome all religious beliefs into the community, but those beliefs may not be used as instruments of hate."

Parker said that students are entitled to their own beliefs, and the University should not try to impose any particular religious perspectives. "We protect a student's right to say 'I think homosexuality is wrong,' but we also have a responsibility to say that at Ohio State, gay, lesbian, and bisexual students are welcome. They are a part of this community and are to be respected like any other member of this community. Your feelings and your opinions are yours; we cannot tell you

Continued on page 16

AN INDELICATE BALANCE

Continued from page 9

how to feel. We do, however, have something to say about your behavior while you live in Ohio State's residence hall system."

In protesting the mass relocation, some of the students from Bradley objected on the grounds that the University was violating their constitutional right to freedom of speech. Such a claim, however, is on shaky legal ground, according to Professor of Law David Goldberger, a constitutional law expert.

"I'm more aggressive than most—I believe groups of students should be able to say whatever they want based on race, sex, or national origin as long as it's not personally directed at someone. But once that speech is directed at individuals—especially at their residence, where it intrudes on their living space—the existing case law is not particularly protective."

All speech is not unconditionally protected in this country, Goldberger said: while personal belief cannot be regulated, the circumstances of one's expression can. He explained that there is what's called the "fighting words doctrine," which prohibits certain face-to-face confrontations. "The court has been very clear about it—you are not constitutionally protected if you have a confrontation in a one-on-one context. It's a different matter, however, if you go out in a public forum and call someone an S.O.B. The University can select places that are appropriate for exchanges, but we are not free to attack someone on a personal level in a setting where that person lives."

During this academic year, Hall and his staff have been evaluating how the Bradley Hall incident was handled, and several policy changes are in the works as a result. He said that resident advisers and assistant hall directors will receive better training on how to handle such volatile situations, and the administration has created a peer mediation program in which student conflicts are referred to fellow students for resolution. "That program is not administrative at all—students may be more likely to work on a problem situation if the administration is not involved."

Hall said he is also working to streamline the University judiciary process. "It's much too time consuming," he said. "We need to remember that a student who is being harassed or intimidated is a victim, and we need to act more quickly. We can't wait a month or two months while the person is still living in the situation that caused the problem. One or two days is a long time when you're living next door to someone who is threatening you.

"We now have a full-time judicial programs coordinator, which is extremely important—we have much more continuity on a year-to-year basis. In addition, we have a very active manager for minority concerns. Given the fact that we have 12,000 students living in the residence halls and 50 percent of them are new every year, we have to start again on the same problems year after year. Students come to us with 18 years of programming, and they're only here for a short time. There's a limit to what we can do."

Unfortunately, incidents like the one in Bradley Hall are still far too common. "This is something we deal with almost on a daily basis. Most of the people involved just don't understand others, and they react in a hurtful way before they think. It's not OK for many of them to say 'I'm sorry'—they continue to make matters worse by standing on a principle that they're not even sure of themselves.

"But in all the years I've been in the student affairs business, I've found that 99 percent of students are caring, motivated, and committed—most students want to solve, not create, problems. Each year a new group comes in brimming with new enthusiasms and creative energy—it's very exciting and very positive. And that's why I'm still in this job." ■

Beth Lindsmith is managing editor of Quest.

R E S U M E

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OCCUPATION: Mr. McNaught is an award-winning freelance writer, educational consultant and lecturer. He is certified by the American Association of Sex Educators, Counselors and Therapists as a counselor. He has produced and assisted in the production of numerous popular educational materials on homosexuality and on Acquired Immune Deficiency Syndrome (AIDS).

From June 1982 to February 1984, Mr. McNaught served as the Mayor of Boston's Liaison to the Gay and Lesbian Community. As ombudsman, he conducted a city-wide study of constituent needs, initiated and coordinated the city's response to the AIDS epidemic and trained police, health and other service providers.

SYNOPSIS: Mr. McNaught is highly regarded as a writer and lecturer. He is featured in the critically-acclaimed video A Conversation With Brian McNaught ON BEING GAY (TRB Productions 1986). His popular book, On Being Gay - Thoughts on Family, Faith and Love (St. Martin's Press 1988), is used as a college text. Mr. McNaught has received the Catholic Press Association Award for Best Magazine Article of the Year, wrote a syndicated column in the gay press for 12 years and has contributed to numerous professional, religious and other journals, including The Boston Globe, the U.S. Catholic, the Advocate and the Humanist. His work appears in six college texts and in several anthologies and he has served as a consultant in the development of educational materials to Harcourt Brace and Jovanovich and to the National Council of Churches.

Mr. McNaught designed and regularly presents at the corporate level a highly-successful workshop on "Homophobia in the Workplace". As a lecturer and educational consultant, he has traveled through North America speaking to professional audiences and university students, faculty and staff. He has spoken at over 50 universities, including Harvard, M.I.T, the University of Michigan, the University of Toronto, Case Western Reserve, Notre Dame and Boston College. Mr. McNaught presents regularly at national professional conferences and workshops and is featured frequently in the media.

EDUCATION: B.A. Journalism, Marquette University, 1970

AWARDS: 1979 Margaret Sanger Award from the Institute for Family Research and Education, Syracuse University, for contributing to the public's understanding of homosexuality.

1979 & 1978 Outstanding Young Men of America

McNaught Speaks on Homophobia

Did you know:
Approximately 40% of gay and lesbian youth attempt suicide, according to a recent government report on youth suicide? Recent Justice Department testimony indicates that gays and lesbians are the most frequent victims of physical abuse of any oppressed groups?

The primary cause of much anger directed towards gay, lesbian and bisexual people is homophobia, an irrational fear and/or hatred of homosexuality. This is one reason the Division of Student Affairs invited author, lecturer and educational consultant Brian McNaught to present a special afternoon workshop for student affairs staff members interested in preventing homophobia at Kent. McNaught was on campus for an evening presentation where he spoke to more than 400 people in the Student Services Center.

Dr. Richard Bredemeier commented, "As we assist students in their search for identity, we must be attuned to the diversity of the population we serve. Their success depends on our sensitivity. Brian McNaught gave an enlightened, thought-provoking, and informed presentation. It was an outstanding addition to our staff development program."

In each program, McNaught focused on helping people understand the causes and cures of homophobia. He hoped to change negative behaviors toward homosexuality while still allowing people to retain their individual beliefs.

HOMOSEXUAL ORIENTATION
Though some people believe homosexuality is a choice, McNaught agrees with some scientists that homosexuality, like skin and eye color, is not a choice. He agrees with some researchers who say that sexual orientation is set in place by a series of genetic and environmental cues so complex that no one understands why some people are heterosexual, others homosexual, and others bisexual.

According to McNaught, homosexuality is as natural to a gay or lesbian person as left-handedness is to someone who is left-handed. He related how many parents and teachers with a right-handed orientation tried to force left-handed children to become right-handed. McNaught indicated that some people in the same manner attempt to force gay/lesbian/bisexual people to adapt to a heterosexual lifestyle. He also said he believed the only impact educators, family members, friends and co-workers can provide is in creating an environment where gay/lesbian/bisexual people can feel comfortable sharing who they really are with others.

McNaught suggested that "choosing homosexuality" would be ridiculous. McNaught was fired from his job, harassed, forsaken by the church and disowned by his family when he originally shared his sexual orientation with others. He asked the workshop participants why anyone with a choice would choose such a lifestyle.

TEN PERCENT
McNaught frequently used the statistic that 10 percent of the students, faculty and staff at Kent are gay or lesbian. He based this on the studies of Alfred Kinsey, a world-class researcher in the field of human sexuality. In Kinsey's studies in the late 1940s and early '50s, he found that approximately 50 percent of the population was exclusively heterosexual. He found 10 percent to be predominantly or exclusively homosexual and 40 percent to be bisexual (with both heterosexual and homosexual orientations). Social scientists have generally agreed since then that Kinsey's numbers were accurate. Since 10 percent of the population is gay or lesbian, including the university community, McNaught hoped to increase people's awareness of why few gay and lesbian people let others know of their orientation.

Many people either knowingly or unknowingly oppress gay/lesbian/bisexual people, similar to the oppression society places on women, African Americans, Vietnam Veterans, disabled people, Jews, the elderly and many others. McNaught said that as student affairs people, we all had an obligation to help each person we influence reach her or his full potential. One way to do that was to understand homosexuality and to stop negative behavior towards it, regardless of personal beliefs about homosexuality.

SUGGESTIONS

Among the suggestions he offered to people in our division were:

--never laugh at jokes that are homophobic, just as you would not laugh at jokes that are racist, sexist, anti-Semitic, or which demean any other group of oppressed people. Supporting this behavior influences not only gay/lesbian/bisexual people but their family members, friends and peers.

--correct myths about homosexuality whenever they are mentioned as facts, such as the myths that all homosexuals are child-abusers or that homosexuals wish to convert others to the gay lifestyle. Also, we should help dispel the myth that all gay men are effeminate and wish they were female and all lesbians are masculine and wish to be male.

--display appropriate material that relates specifically to gay/lesbian/bisexual people, such as: brochures in career planning on potential special needs of gay job-seekers, health center information related to gay health concerns, or other appropriate settings. This demonstrates a willingness to discuss homosexuality with those who are gay, who are not sure, and those concerned about a family member or friend who might be gay.

-- Another suggestion that McNaught offeredto administrators was to demonstrate a comfort with the topic of homosexuality by simply using the words "gay," "lesbian" or "bisexual" in conversations where the topic might be appropriate, and to avoid the use of slang terms for gay people.

He warned student affairs professionals against "heterosexism," or the assumption that everyone is heterosexual. He said a by-product of heterosexism is alienation of students who are gay, lesbian or bisexual; students who need the same support as others that student affairs offices are commissioned to serve.

According to Sarah Shumate, Associate Dean for Student Affairs, "the college years are a crucial time for self discovery and understanding of one's relationship with others. Arthur Chickering identifies as one of seven vectors the freeing of interpersonal relations, and as another, the managing of emotions. As students seek to understand their sexuality, we must look to persons like Brian McNaught in helping us to understand."

Other suggestions made by McNaught included:

--creating a sexual orientation equity coalition composed of students, administrators, faculty and others to examine and improve the quality of life provided to gay/lesbian/bisexual students, faculty and staff.

--including gay and lesbian history when appropriate in academia, from the influences of the works of Leonardo da Vinci, Michelangelo, Oscar Wilde, Virginia Woolf, Plato and many other homo- and bisexuals, to the murder of 200,000 gays and lesbians in concentration camps under Adolph Hitler.

--making sure that offices allow bi- and homosexual people the same privileges as heterosexual people, such as displaying photos of loved ones and the freedom to invite partners and "significant others" to social functions.

RESOURCES

McNaught provided a discussion guide about homophobia on the college campus to workshop participants. The guide is available from the Division of Student Affairs.

Other resources Kent has available on homosexuality include McNaught's book, On Being Gay: Thoughts on Family, Faith and Love, in the university library and bookstore, and his video, A Conversation with Brian McNaught: On Being Gay, through AV Services at the library.

Other titles McNaught recommends are A Way of Love: A Way of Life: A Young Person's Guide to What It Means to be Gay, by Hanckel and Cunningham (1979 by Morrow) and Now That You Know: What Every Parent Should Know About Homosexuality, by Fairchild and Hayward (1979 by HBJ).

Recommended reading for student affairs staff members include "Working with Gay and Lesbian Students," by Dick Scott, from the Association of College Unions —International's ACU—I Bulletin (March 1988); "Hostile Eyes: A Report on Homophobia on American Campuses," by Peggy Bendet, in Campus Voice (Aug.-Sept. 1986); and Beyond Rejection by Don Baker, Multnomah Press, 1985.

Another campus resource is the Kent Gay/Lesbian Foundation (KGLF), which organized and hosted McNaught's programs on campus. The KGLF is a student organization that exists to provide a community which supports the rights of gay/lesbian/bisexual people. The group's goals are education, social activities and support which foster positive attitudes about homosexuality. They can provide brochures, books, referrals to gay-sensitive services, educational speakers and a variety of other supports.

NEWSLETTER STAFF

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Gay writer uses education to fight violence

4/24/90

By Robert Getz
Free Press Staff Writer

To Brian McNaught, education is the greatest weapon against the homophobia that underlies violence and discrimination against men who love men and women who love women.

McNAUGHT

The nationally regarded writer and lecturer on the gay experience, who will speak Monday in Burlington, believes that legislation is important to protect the rights of gay men and women. But ultimately, one cannot legislate attitudes, he says.

For the past 16 years, McNaught, 42, has traveled the country trying to change attitudes. He teaches people about homosexuals, homosexuality and homophobia, issues he explores in his book "On Being Gay: Thoughts on Family, Faith and Love." He has spoken in Burlington at least twice.

"I believe that most heterosexual people have no idea what it means to be gay, and because they have no idea of what it means to be gay, they sometimes unknowingly create havoc in the lives of gay and lesbian people," McNaught said from his home in Gloucester, Mass. "When given the opportunity to hear from gay people what it is to be gay, they generally change their behavior, if not their attitudes, about homosexuality.

"Homophobia is an irrational fear and hatred of homosexual people and homosexuality. I believe that ignorance is the parent of fear, and fear is the parent of hatred, and that fear and hatred are best addressed with education."

McNaught wasn't surprised to read about the case of a University of Vermont freshman, Winston Brathwaite, who was rejected for membership in Acacia fraternity after he told members he is gay.

Nor was he surprised to learn that a man had been severely beaten in Burlington recently, allegedly by a man who later told police that he went looking for a "fag" to assault. When McNaught was the Boston mayor's liaison to the gay community in the early 1980s, 24 percent of homosexuals responding to a survey had been physically assaulted and 76 percent had been verbally harassed.

Even though the incidents in Burlington aren't uncommon occurrences for gays, the public reaction that followed them was unusual — even wonderful, McNaught said. News of the cases brought large protests from community members and officials, who roundly condemned mistreatment of homosexuals and called for passage of a hate-crimes bill.

Such reaction "says to me that there are places in the United States where homophobia is seen as a justice issue," McNaught said.

Once an in-the-closet gay fraternity member, McNaught praised Brathwaite for being "healthy enough at his age to claim who he was." At the same time, he spoke sympathetically of the fraternity members who felt uncomfortable with a gay man in their house. He said their actions indicated that they didn't understand what it means to be gay.

If in the course of their studies the fraternity members had been given a class in human sexuality, including homosexuality, they probably wouldn't have felt threatened by a homosexual, McNaught said.

The gay, middle child of a large Irish Catholic family, McNaught once felt threatened by his homosexuality. He hid his sexual orientation when he was a pledge and member of the Sigma Delta Chi house at Marquette University, where he studied journalism. He said he acknowledged his orientation in his junior year, when he quit dating women.

He acknowledged it publicly five years later in Detroit, where he was working as a reporter and columnist for The Michigan Catholic, the newspaper of the Archdiocese of Detroit. The newspaper dropped his column.

McNaught, who founded the Detroit chapter of Dignity, an organization for gay Catholics, has written widely on homosexuality. Among other places, his work has appeared in several religious publications, including U.S. Catholic and the National Catholic Reporter.

In his travels across the country, McNaught tries to dispel what he said is confusion about homosexuality, including that homosexuality is an acquired tendency. Increasingly, researchers suspect that homosexuality is a genetically based trait — as inherent to a person as left-handedness, he said.

Another point McNaught pushes is that insecurity is the root of many problems, including racism, anti-Semitism and homophobia.

"I think the people who are most insecure on the issue of homosexuality are the people who feel least secure in their own sexuality," he said. "People who are secure in who they are are not threatened by difference."

Speech set for Monday

Brian McNaught will speak at 7:30 p.m. Monday in the Ira Allen Chapel at the University of Vermont. His talk, titled "Homophobia: The Toll It Takes on All of Us," is free and open to the public.

McNaught will lead a workshop on homophobia for professionals Tuesday at the Marble Island Resort in Colchester. For details, call 862-9637. Story, 3B

Longtime Activist Energizes AAAA Conference Participants

by Calvin Jamison, Region III

Dr. Mary Berry, veteran civil rights activist, educator, and agent of change, provided a retrospective analysis of the impact of the Reagan years on affirmative action initiatives. In her message, Berry clearly articulated the less than positive change that resulted during the Reagan administration, and accentuated the attempts to dismantle the previous years of progress.

Berry's powerful message to participants provided a thought provoking point of reference regarding our past, present, and future. Her comments regarding the freeing of Nelson Mandella, the fight against apartheid, and the recent turn of events in other European nations were met with strong applause. Berry also reflected, with some dismay, upon the shifting of the courts as a result of the recent Supreme Court appointments. She reminded the conference participants of the need to be ever so cognizant of the role they play in making a difference in the lives of individuals, not only in America, but across the world. This veteran activist, Mary Berry, continues to speak out in support of affirmative action opportunities and urges us to continue our very important efforts.

McNaught Speaks Frankly About Gay Life

by Mari Barr

Friday's plenary speaker was Brian McNaught, consultant and author of the book, *On Being Gay: Thoughts on Family, Faith and Love.* The title of McNaught's moving speech was "Homophobia: The Toll It Takes On All Of Us". His speech gave an already sensitive and supportive audience of AA/EO professionals, a new and enlightening perspective on what it means to be gay.

Through his personable speaking style, McNaught provided an in-depth, "sometimes humorous, always insightful" look at such concerns as making the decision on whether or not to "come out," developing honest communication with family members, dealing with AIDS, maintaining a love relationship in a world that is heterosexual, and finally, "accepting oneself as decent and worthy of respect."

McNaught shared the purpose of his workshops in schools and colleges as an attempt to increase self-esteem and academic achievement in the workplace, the purpose is similar -- to decrease anxiety and to increase productivity. McNaught said that, as AA/EO professionals, we should all be interested in "creating an environment that allows one to produce at the highest level, and one which allows us to grow to our full potential" regardless of sexual orientation, race/ethnicity or any other protected class.

"The biggest myth I want to dispel," McNaught said, "is that sexual orientation is a choice," adding that the gay population is approximately "10 percent of the general population." He said, "no social scientist can tell you a sure way to produce a heterosexual child." McNaught added that, "the mean age of recognition of sexual orientation is age 13." He discussed the difficulty in any expression of one's support for gay issues by using the example "no one will question if, on your bookshelf you have the book *Black Like Me*, but if your bookshelf holds my book, *On Being Gay*, people will question your sexual orientation."

McNaught took the audience through an exercise to demonstrate what it's like to be gay. Participants later commented, "it helped me to understand what it's like from the inside out ...", "his speech, especially the exercise, brought a new enlightened view to even the most supportive individuals".

As McNaught ended his presentation, he shared how he used to concentrate on seeking the approval of others. He stated that now his song is, "I am Brian, I am gay, I am God's gift to you today." McNaught issued a challenge to the audience in his closing: "to create in the workplace, a space where people can sing their songs proudly, uniquely and authentically...".

Awards (Continued from page 2)

As a Humphrey delegate to the 1960 Democratic National Convention, Rauh led the fight for the all out civil rights platform adopted there. Born in Cincinnati in 1911, Rauh has made himself known through his countless efforts via publications, debates, Congressional hearings, and legal defense of civil liberties and civil rights. Rauh was unable to attend the AAAA Conference; his award was most graciously accepted by his grandson, B. Michael Rauh, Jr. of Rhode Island.

Jocelind Gant, Region I, served as chair of the Awards Committee.

UVM Record, May 11 to May 31, 1990–

Author McNaught fights homophobia, 'treatable disease'

With the humor of a stand-up comedian and the sensitivity of a caring friend, Brian McNaught told a packed audience at Ira Allen Chapel how he decided at the age of 26 to come out of the closet. He finally summoned the courage to tell his family and friends, "If you didn't love Brian who was gay, you didn't love Brian." McNaught realized being gay was too much a part of him to continue ignoring it.

But it was a long and painful road, including a suicide attempt before he came to that liberating moment, a road he would like to spare others the need to travel.

The author of *On Being Gay: Thoughts on Family, Faith and Love*, (required reading in human sexuality courses at several colleges), McNaught shared his life experiences of growing up in a Catholic family, and how he tried so hard to be good — which meant being heterosexual. "Some people think that you can decide to be heterosexual. That's not true. As hard as we tried to crave heterosexuality, we couldn't, and, believe me, we tried," McNaught said.

"Growing up gay is growing up with a secret," he said, which is not a healthy situation. When his mother would tell him she loved him, he'd think, "You wouldn't if you knew."

While McNaught's coming-out cost him some things including his job, he didn't lose his family, he didn't lose the friends who really loved him. What he gained was immense. Now, McNaught strongly encourages others to accept and acknowledge their homosexuality, to come out of the closet, because it will mean living fuller lives.

Many gay couples felt comfortable enough in the Ira Allen Chapel to embrace, hold hands and show other displays of affection that are common among heterosexual couples. McNaught encouraged this, saying the more people see this, the more they will get used to it and view it as acceptable behavior.

He said it is important to dispel many of the myths surrounding homosexuality, including the one that all gay people are promiscuous. He and many of his friends have been involved in long-term relationships. He said another myth is that homosexuals are attracted to one another simply because they are homosexual. He said that gay people, like straight people, are attracted to certain types.

Brian McNaught

During his talk McNaught acknowledged some recent incidents in Burlington. "Normally I have to shake people up to get them to listen," he said. Often he spends time convincing people that homophobia exists and is a problem. But in Burlington, in light of some recent occurrences, McNaught did not need to shake up the audience. He dedicated his talk to Winston Brathwaite, the freshman pledge who was denied entrance into Acacia fraternity once he announced he was homosexual, and to Roger Macomber, the man who was severely beaten recently outside of Pearl's in downtown Burlington.

McNaught called homophobia "a treatable disease." He lectures and does workshops all around the country to do his part in treating it. "I like being gay," he said. "Sometimes I reject being so associated with my sexual orientation, but I never reject being gay," he said. "I like being gay because it is an integral aspect of who I am, and I like myself." He encouraged others to do the same.

Mary Sullivan

McNaught Lectures on Homophobia

By Krista Pilot

"I am Brian, I am gay, and I am God's gift to you today." This was the central theme of Brian McNaught's lecture titled "Homophobia: What are its causes? Can it be cured?"

Mr. McNaught, a graduate of Marquette University and a renowned journalist, lecturer, and author, spoke to a capacity crowd in the Colgate Chapel on Wednesday, February 28. The lecture was sponsored by The Advocates and co-sponsored by LGBA, IFSC, The Panhellenic Council, Provost/Dean of Faculty, and the Deans Staff. McNaught's talk was a mandatory event for all fraternity and sorority pledges.

Mr. McNaught opened his talk with citation of an obscure statistic. "Ten percent of any given population is gay or lesbian." This, he felt, was the reason that we all need to understand what it means to be gay or lesbian. Conceivably, ten percent of the people that we deal with on a daily basis, whether we know it or not, are homosexual. Homophobia, according to McNaught, takes its toll on all of us in one way or another, regardless of whether we are homosexual or heterosexual beings. For this reason, Mr. McNaught has devoted his life to educating people on gay and lesbian issues. He lectures to college and secondary school groups as well as conducting seminars for employees of large corporations, such as AT&T.

Mr. McNaught openly spoke of his Irish Catholic family background, of the origins of his same-sex feelings, and of his attempts to deny these "bad" feelings in a very humorous and personal way. His bluntness of speech was at once disarming and riveting. At one point in his lecture he stated, "I know what I represent to you," to any members of the audience who disliked homosexuals. He was able, without anger (but with an incredible amount of understanding), to verify their hatred and fear toward him while explaining his rationale for wanting to end the bad attitudes that prevail in society. Mr. McNaught's stage presence and speaking manner were unifying rather than alienating forces throughout the lecture.

Mr. McNaught seemed to be incredibly patient with the negative social attitude toward homosexuality, despite the fact that he has spent almost half of his life writing, speaking, and educating people on these issues. He was able to deliver his often painful personal story on the difficulty of growing up as a gay man without bitterness or anger.

Growing up as a homosexual, according to McNaught, was growing up with a scary secret that he did not understand. Part of his goal in educating people about gay and lesbian issues was to hope that someday children with same-sex feelings will not have to live with the agony of a "secret" but rather that they will understand what it is that they are feeling. He urged parents, when they give their children the infamous "sex talk," to acknowledge the presence of gay and lesbian sexual feeling because what homosexuals need most is reassurance and love from their families, something that was not forthcoming in his life. There is no guarantee to a parent that her or his child will be heterosexual; the only possible guarantee, stated McNaught, would be that the child would tell the parent about it.

The force of Brian McNaught's talk cannot easily be explained in writing. In the short two hours or so that he spoke, he managed to dispel many of the myths that our culture has formed around homosexuality, as well as set the groundwork for a new understanding, specifically between heterosexuals and homosexuals, but also between all types of diverse human groups. His closing message was that we all "Have our own unique song to sing," no matter who we are. For thirteen years, he said, he sang one song, but he has now realized that this was not his song. It was the song of conformity: "I am Brian, I am gay, won't you accept me today?" His new song, which opens this article, reflects his very personal endnote to his lecture--"I like being gay."

HOMOPHOBIA ON THE COLLEGE CAMPUS

A Discussion Guide

By Brian McNaught

GENERAL QUESTIONS

1. Does the university recognize that there are gay, lesbian and bisexual people among the administrators, faculty, staff, student body and alumni? It is commonly accepted that 10 percent of the population is homosexual. This figure is based on the studies by Alfred Kinsey, released in 1948 and 1953. In addition to this percentage of the campus community, can we agree that a significant number of people have gay or lesbian family members and friends and that homophobia takes a toll on these individuals too? How do we imagine intense and pre-occupying negative feelings about homosexuality affects the well-being and productivity of heterosexual people?

2. Do we recognize that homophobic behaviors and attitudes exist on the campus? Would we, for instance, encourage a gay administrator, faculty or staff person or student to "come out". If not, why not? If the gay and lesbian members of our community are not out, what toll do we imagine that takes on them on a daily basis?

3. What do we mean when we say "come out"? Can "coming out" mean answering honestly questionnaires which inquire "married" or "single" if you are in a commited relationship with another person of the same sex? Is coming out bringing your significant other to a staff party? Is coming out putting the picture of the person you care most about on your desk or not hiding your reading material if the word "gay" or "lesbian" appears in the title. What else might coming out mean?

4. Is there a heterosexist assumption throughout the campus community? Do we presume that everyone who works for us, sits in our classroom, enters our health or counseling center, contributes to our development fund is heterosexual? Do our language, our applications, our surveys reflect this bias. If so, what do we imagine it is like being gay and having people assume that we are heterosexual?

5. Do we feel that homophobia and heterosexism are inconsistent with our mission statement? If so, why?

6. Is there a university policy which prohibits discrimination based upon sexual orientation in admissions, hiring and promotion? If there is not, this is the most logical and important place to start. Hundreds of universities and corporations have non-discrimination policies which include sexual orientation. A listing of these institutions can be secured from the National Gay and Lesbian Task Force, 1517 U Street, NW, Washington, DC 20009 (tel. 202-332-6483).

QUESTIONS FOR ADMINISTRATORS

1. To what extent are we willing to go to guarantee that no discrimination exists?

2. Does all appropriate campus literature contain the non-discrimination policy? Do prospective students and their parents know of the policy? Do they know of the gay and lesbian support group, should such exist?

3. What is the penalty for violating the university's non-discrimination policy? Is the penalty for homophobic behaviors the same as for sexist, racist or anti-semitic behaviors? Is the penalty well known?

4. What would be the administration's response to parents, alumni or local residents irate over the university's support of gay persons?

5. Are prospective employees questioned on their attitudes toward homophobia as they might be on racism or sexism? Are these attitudes taken into consideration?

6. Will openly gay and lesbian faculty receive tenure? Does involvement in gay issues have a negative effect on job advancement?

7. Is any effort made to make it possible and attractive to gay and lesbian administrators, faculty or staff to identify their sexual orientation? Do university health benefits cover domestic partners? What would be the reaction to a gay or lesbian employee bringing a same sex date to a university function?

8. What would be the administration's reaction to the formation of a gay and lesbian alumni association? Would the formation of such an association be publicized in the university's alumni newsletter?

9. What would be the reaction to a gay or lesbian dorm or to the formation of a gay or lesbian fraternity or sorority?

10. If there is a gay and lesbian student group, does it receive the same recognition and resources as other student groups?

11. Are administrators offered training on the issues facing gay and lesbian people?

12. Have administrators given public witness to their support of gay and lesbian issues by attending events sponsored by gay and lesbian students, writing letters to the editor, signing statements, etc.?

13. Is there a safe, reliable and trusted grievance procedure at the university which would allow gay and lesbian employees and students to report abuses of the university's non-discrimination policy?

14. Are businesses which discriminate on the basis of sexual orientation allowed to recruit on campus?

QUESTIONS FOR FACULTY

1. To what extent are we willing to go to guarantee that no discrimination based upon sexual orientation exists?

2. Are guidelines offered to resident and visiting educators regarding appropriate and inappropriate language and examples to use and not use in their presentations? This might include advising against the use of words such as "queer, fag, dyke", using exclusive heterosexual examples or gay-oriented humor.

3. Are guidelines and encouragement offered to faculty members to monitor and regulate homophobic comments by students in the classroom in the same way they would prohibit the use of the word "nigger"?

4. Are gay and lesbian studies recognized as valid academic pursuits? Is there openness to a gay and lesbian history course?

5. Is the homosexuality of a person being studied identified when relevant? e.g. Tchaikovsky, Whitman, Alexander the Great?

6. Are faculty offered any training on the issues facing gay and lesbian people?

7. Have faculty members made their commitment to gay and lesbian issues known to students and to each other? Are there faculty senate resolutions on the issue? Do faculty members attend gay and lesbian events or write letters to the editor? Are gay speakers, when appropriate, invited by the faculty to speak?

QUESTIONS FOR STAFF

1. To what extent are we willing to go to guarantee that no discrimination exists?

2. Is there a thorough, mandated training on the issues facing gay and lesbian people for campus security, the health department, the counseling staff, residence life personnel, the athletic department, maintenance workers, Greek life and campus ministry?

3. Are all prospective employees asked their attitudes regarding homophobia and are those attitudes taken into consideration?

4. Is there an orientation session for all new staff which outlines the university's policy on non-discrimination? Would complaints about the anti-gay behavior of a staff person go on file and would that information be included in a job review?

5. Are there an abundance of good, current books on homosexuality written by and for gay people in the school library? Are they periodically updated? By whom? Are there periodicals and audio visuals about homosexuality? Has the library staff been trained about the issues facing gay and lesbian people? If the library hangs posters for "Black History Month" does it do the same for "National Coming Out Day"?

6. Does the campus gay and lesbian group have safe and adequate office space?

7. Does the health department provide non-judgmental services? What in the center would communicate to gay and lesbian students that they are safe and welcome? Is there a heterosexist assumption in the forms which are filled out, in the posters on the wall and/or in the verbal questions asked? Is there appropriate information about AIDS?

8. In the counseling department, is there a non-judgmental attitude about homosexuality? Are there brochures, posters on the wall or books on the shelf which provide information on homosexuality or suggest to the gay or lesbian person that he or she is safe and welcome? How does the staff feel about someone being gay? What advice is given? How does the staff feel about gay dating? About gay sex?

9. Are there social opportunities provided for gay and lesbian students? Do those persons responsible for bringing in speakers and films ever bring in a speaker or film which would particularly appeal to gay and lesbian faculty, staff and students? Can gay or lesbian students attend campus social activities safely? If not, what alternatives are offered?

10. How is Greek life monitored? Is there a review of behaviors and does that review place weight on the inappropriateness of homophobic behaviors?

11. How is the safety of gay and lesbian students in university housing guaranteed? Are student Resident Advisors given training and support in dealing with issues around homosexuality?

12. Are guidelines given to campus security on dealing with gay and lesbian issues? What review of behavior is there?

13. Can gay and lesbian students participate in school-sponsored athletic activities safely? Do coaches discourage homophobic humor and language?

14. Do staff social functions encourage participation by both heterosexual and homosexual staff members?

15. How do staff members communicate to gay and lesbian co-workers and students that they are supportive? What would be the response if gay students asked staff members to occasionally wear buttons or arm bands to indicate their support? Do staff members communicate their support by writing letters to the editor, attending gay and lesbian functions, serving on a anti-homophobia task force, etc.?

16. Is there a safe, reliable and trusted method for filing grievances about faculty and staff behavior which is well known to the entire campus community?

QUESTIONS FOR STUDENTS

1. To what extent are we willing to go to guarantee that no discrimination based on sexual orientation is allowed?

2. Is there a thorough, mandated orientation session for all new students which discusses cultural diversity, teaches about homophobia and makes the link between racism, sexism and homophobia?

3. Are student leaders taking into consideration the needs of gay and lesbian students when they plan student functions?

4. Does the student newspaper (and other media outlets) regularly include information of interest to gay and lesbian students? Do student-run media outlets avoid heterosexist assumption about all readers and listeners? Are there editorials and guest columns which condemn homophobia? Does the selection of the editor or program manager include an assessment of the candidates' attitudes about gay people?

5. Do student government candidates get asked about their attitudes on the rights and needs of gay and lesbian students?

6. Do fraternities and sororities acknowledge the presence and needs of gay and lesbian members? Are there non-discrimination guidelines in the national or local charter?

7. Do justice-oriented non-gay students see homophobia as a justice issue and is their attention directed to it?

8. Are students working on women's issues and race issues see the common bonds they have with gay and lesbian students?

9. Are leadership qualities taught, encouraged and acknowledged by the university? Does the student who steps forward and despite peer pressure challenges homophobic behavior ever get recognized? Is there any incentive for participating in the solution to this problem?

10. Does students need to identify their sexual orientation in order to join the gay, lesbian and bisexual student group? Can a person find support without coming out?

CURRICULUM VITAE

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EDUCATION:

B.A., cum laude, 1979. Capital University, Columbus, Ohio. Majors: Political Science and Interdisciplinary Women's Studies. Minors: English and Ethnic Studies.

M.A., 1985. The Ohio State University, Columbus, Ohio. Department of Political Science. Concentrations: Methodology and Quantitative Methods, American Women's Movements, American Political Parties, American Congressional Politics.

Ph.D. Candidate. The Ohio State University, Columbus, Ohio. Department of Sociology. Concentrations: Methodology and Qualitative Methods, Gender, Theory, Social Psychology.

HONORS:

Franklin-Capital Individual Speaking Experience Winner, Persuasive Speaking, 1979.
Kenneth J. Martin Award for Outstanding Graduating Senior in Political Science, 1979.
Dean's Honor List, 1976-1979.
Golden Key National Honor Society, 1989-present.
Who's Who of American Women, 17th Edition, 1991-1992 (forthcoming).

WORK EXPERIENCE:

Graduate Administrative Associate 1990-1991
Gay, Lesbian and Bisexual Student Services, The Ohio State University.
Initiated, researched and wrote Affirmative Action Grant proposal. Collected and cataloged archive materials relevant to constituency. Served as liaison to University Residence and Dining Halls and Wilde-Stein Development Fund. Coordinated major programming for Gay, Lesbian and Bisexual Awareness Week celebration, and represented office as speaker on campus and in the Columbus community. Developed OSU resource materials listings on topics related to gay, lesbian and bisexual issues.

Graduate Teaching Associate 1983-1987
1988-1989

Center for Women's Studies, The Ohio State University. Responsible for teaching Introduction to Women's Studies in the Humanities and Introduction to Women's Studies in the Social and Behavioral Sciences. Proposed and taught an interdisciplinary special topics course on domestic violence. Member of inter-racial teaching team for special Introduction to Women's Studies section at the Black Studies Community Extension Center, Summer 1986. Taught upper division course, Issues in Women's Health.

Graduate Research Associate 1986-1989

Feminisms (formerly The Women's Studies Review), Co-Editor. Correspond with publishers, authors, readers, and subscribers. Edit, key in to computer, and proofread manuscripts. Plan, design, layout, and paste-up the publication in coordination with co-editor. Deliver copy to printer. Prepare the publication for mailing.

Graduate Research Associate 1987-1988

NWSA Journal (Journal of the National Women's Studies Association), Volume 1, Managing Editor.
Correspond with authors, readers, and editorial board members. Manage flow of manuscripts and peer review process, edit materials accepted for publication, and assist the Editor.

Graduate Research Associate 1982-1983

Assistant Coordinator, National Women's Studies Association Conference, The Ohio State University.
Coordinated registration and acted as liaison with university conference staff on matters of accommodations and program scheduling. Scheduled all committee meetings. Served on Program Committee and Free Housing Committee. Assisted coordinators with all aspects of conference planning, production, and post-conference organization.

Counselor 1981

Hospitality House for Women, Erie, Pennsylvania.
Staffed crisis phone line and worked with residents of shelter for battered women and children. Provided crisis intervention counseling and advised women of options available for their use in making informed choices regarding their present situations.

In-House Freelance Editor 1980

Charles E. Merrill Publishing Company, Columbus, Ohio.
Duties included rewriting, editing, estimating readability levels, completing of sensitivity analysis for fair representation ratios, proofreading, checking proofs and camera copy. Also responsible for acquisition of permissions to use copyrighted materials. Included projects for the Elementary/Secondary and College Divisions at Merrill.

Student Assistant 1977
Assisted the Chair of the Mid-Ohio Women's Studies Consortium with scheduling and arrangements of meetings and correspondence. Gathered and organized information for membership and resource directories.

Assistant Coordinator (Volunteer) 1976
First North Central Women's Studies Association Conference. Organized conference registration. Coordinated staffs for child care center, film screenings, information center, and registration desk. Arranged free housing for 200 conferees.

PROFESSIONAL ACTIVITIES

North Central Women's Studies Association Regional Steering Committee, 1977-1979.
Intercollegiate Association for Women Students National Executive Board, 1977-1979.
Intercollegiate Association for Women Students Region VI Vice President, 1977-1979.

University Committee on Women and Minorities, The Ohio State University, 1982-1983.

Residence and Dining Halls Minority Issues Committee Subcommittee on Gay, Lesbian and Bisexual Issues and Concerns, 1990-1991.

Gay, Lesbian and Bisexual Awareness Week Planning Committee, Major Programming Coordinator, 1990-1991.

Center for Women's Studies, The Ohio State University:
- Library Committee, 1983.
- Faculty Search Committees, 1984, 1987.
- Graduate Teaching Associate Search Committees, 1984-1988.
- Small Grants Committee, 1984-1987.
- Reader, Sojourner 14.4, fiction and poetry issue, 1987.
- Library and Publications Committee, 1987-1989.
- Curriculum Committee, 1987-1988.

Conference Proposal Reviewer, National Women's Studies Association, 1982-1990.

Contemporary American Theatre Company Education Advisory Committee, Columbus, Ohio, 1987-1989.

Lesbian Research Project, Founding Member (group focusing on graduate student research support and the provision of community programming), 1987-1989.

Bisexual, Lesbian and Gay Graduate and Profession Student Union, Founding Member, 1990-1991.