

# Affirmative Action...

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"Affirmative Action," as originally promulgated by President Lyndon Johnson, involved expanded recruitment of minority applicants. It quickly became apparent, however, that employers who wished to continue to discriminate could do so, even while casting a wider recruitment net. The question arose as to what might properly be done if such an employer met the Johnson requirement by interviewing impressive numbers of minorities without significantly changing hiring patterns.

The answer: insist on changed results — or at the very least an explanation of why the results hadn't changed.

Reynolds, naturally, describes it differently. Some, he said, "were impatient with the progress of minorities and began to urge use of new hiring requirements de-

signed to achieve immediate numerical equality among the races in the place of work."

He would handle the recalcitrant employer by supporting suits by individual applicants who could show they had been discriminated against in the personnel office. Lots of luck.

To begin with, the person who is rejected by a large company usually cannot know who got "his" job, let alone whether his qualifications were equal or better. Under the present rules, the rejected applicant could point to the dearth of minorities or females on the employer's workforce as evidence of discrimination. If the complaint were upheld, the employer could be required to do something about the make-up of his staff.

Not under the Reynolds rule. To the ex-

tent that that "doing something" about evident discrimination involved a requirement to hire members of a discriminated-against group without regard to whether the individuals hired had themselves been discriminated against by the employer it would amount to preferential treatment at the expense of white potential employees: reverse discrimination.

Where an applicant is able to prove that he has been discriminated against, Reynolds would require that he be hired and — another big windup — "seek injunctive relief directing the employer to make future employment decisions on a nondiscriminatory, race-neutral and sex-neutral basis." Then:

"To ensure that the injunction is followed, he will require as part of the remedy that the employer make special efforts to

reach minority or female workers through comprehensive use of employment recruitment techniques, such as media advertising and visiting high schools and college campuses, . . . (and) regularly file records detailing its recruitment efforts and revealing the number of minority and female applicants being attracted." He would even seek, "where appropriate," percentage recruitment goals.

And again the wide-breaking pitch: Reynolds is talking recruitment, not hiring. This whole elaborate scheme of injunctions and follow-up and record-filing deals only with getting minority applicants.

Victims of discrimination could tell him that it doesn't help a lot to require a biased employer to take your application. It's getting the job that counts.

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## Letters to the editor

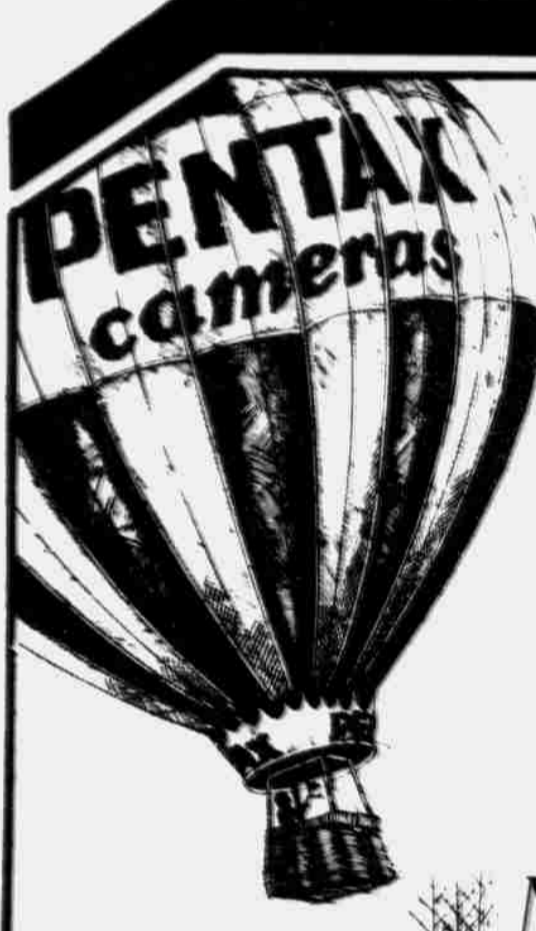
### Fires prompt letter

Because I am so disgusted by the recent fires in the residence halls, I felt I had to speak out. I have a particular interest in fires; my father presently resides in the burn unit of the University Hospital at Iowa City, Iowa. He was involved in an explosion at our farm and he received second and third degree burns covering 33 percent of his body. The burn unit is a chamber of horror that every fire bug should be forced to experience to hear the screams of the woman and the men as they endure what

appears to be a living hell.

Every 24 hours my father is hoisted into what is called a "bath" where special scissors cut away at his burned skin. We were told no medication short of putting him to sleep can ease his pain during the baths, although they do give him something. And as soon as possible they have them walking in the hall to keep their skin and joints from stiffening.


Judy Parson  
Graduate Student



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CAMPUS INTERVIEWS  
Tuesday, October 20, 1981

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