

XIII. APPENDICES

LIST OF ORGANIZATIONS WHO EITHER HAVE A "SEXUAL ORIENTATION" CLAUSE AS PART OF POLICY OR ARE SUBJECT TO LAWS RELATING TO "SEXUAL ORIENTATION"

<http://www.qrd.org/qrd/workplace/orientation.clasue.list>
09/12/95

As reported to this editor, through the generous contribution of Jeff Jones of the University of Kentucky and from information published by the NGLTF.

DISCLAIMER: The organizations listed have been compiled from the submissions of many people. No attempt has been made to verify the accuracy of these submissions nor should the truth of any submission be implied.

UNIVERSITIES/COLLEGES/EDUCATIONAL

<u>Institution</u>	<u>City</u>	<u>State/Country</u>
Akron, University of		OH
Alberta, University of	Edmonton	Alberta, Canada
Allegheny College	Meadville	PA
Alma ollege	Alma	Mi (at least for faculty, full extent unknown)
American Conservatory of Music	Chicago	IL
American University		Washington, DC
Amherst College		MA
Antioch College	Yellow Springs	OH
Antioch University		
(New England)	Keene	NH
(Seattle)	Seattle	WA
(Southern California)	Los Angeles	CA
Appalachian State University	Boone	NC
Arizona State	Tempe	AZ
Arizona, University of	Tucson	AZ
Art Institute, School of the Chicago	Chicago	IL
Australia		
Australian National Univeristy	Canberra, NT	AU
LaTrobe University	Melbourne	AU
University of Western Australia	Perth	AU
University of Wollongong		AU
Babson College		MA
Ball State University		IN (under consideration)
Barnard College		NY
Bates College	Lewiston	ME (incorrectly stated as MA)
Berkeley Unified SchooDistrict		CA
Bloomsburg University		PA (PA state system)
Bowdoin College		ME
Brandeis University		MA
Brooklyn College	Brooklyn	NY
British Columbia, University of Vancouver		British Colombia, Canada
Brown University		RI

Bryn Mawr College		PA	
Bucknell University		PA	
Buffalo, University of	Buffalo	NY	
Butler University		IN	(student organizations)
Calgary, University of, Calgary			Alberta, Canada
California Institute of Technology, (Caltech)	Pasadena	CA	
California State U - (systemwide)		CA	
California, University of (statewide)		CA	
Carleton College		MN	
Carnegie Mellon University	Pittsburg	PA	(ROTC excepted)
Case Western Reserve University	Cleveland	OH	
Catholic University of America		DC	
Chicago School of Professional Psychology	North Chicago	IL	
Chicago, University of	Chicago	IL	
Cincinnati, University of	Cincinnati	OH	(by exec order for employees)
Claremont Colleges		CA	(employees only)
Harvey Mudd College			
Pitzer College			
Pomona College			
Scripps College			
Claremont McKenna College			
Clarkson University		NY	
Clarion University		PA	(PA state system)
Colby College		ME	
Colorado College		CO	
Colorado State University		CO	(pending CO-2 implications)
Columbia College, Chicago		IL	
Columbia University	New York	NY	
Concordia U - Montreal			Quebec, Canada
Connecticut, State Universities of		CT	
Connecticut, University of		CT	
Cornell University		NY	
Dartmouth College		NH	(see U. Of Delaware comment)
Delaware, University of		DE	(Recent grant of permanent status to ROTC may have invalidated non-discrimination policy)
			(ROTC excepted)
DePauw University		IN	
Dickinson College	Carlisle	PA	
Drake University	Des Moines	IA	
Drew University		NJ	
Drexel University	Philadelphia	PA	
Duke University	Durham	NC	
Eckerd College	St. Petersburg	FL	
Edinboro University		PA	(PA state system)
Emory University		GA	
Emporia State University		KS	
Evergreen State College	Olympia	WA	
Florida, University of South	Tampa	FL	(currently in question 8/5/92)
Fordham University School of Law	New York City	NY	
Georgia, University of Athens		GA	(systemwide)
Georgia Southern University	Statesboro	GA	
Georgia State University		GA	
Georgia Tech	Atlanta	GA	

Gettysburg College	Gettysburg	PA	
Goshen College		IN	(NOT employees)
Grinnell College		IA	
Guelph, University of		Ontario, Canada	
Guilford College	Greensboro	NC	
Hampshire College		MA	
Harrington Institute of Interior Design	Chicago	IL	
Hartford, University of	W. Hartford	CT	
Harvard University	Cambridge	MA	
Haverford College		PA	
Hawaii, University of		HI	
Hiram College	Hiram	OH	
Hunter College		NY	
Houston, University of	Houston	TX	
Illinois, University of		IL	
Illinois, University of, Chicago School of Medicine		IL	
Illinois State University		IL	
Illinois, Eastern, University		IL	
Illinois, Northeastern, University	Chicago	IL	
Illinois, Northern, University		IL	
Illinois, Southern, University		IL	
Illinois, Western, University Macomb		IL	
Indiana State Univeristy		IN	
Indiana University		IN	
Iowa State University		IA	
Iowa, University of		IA	
James Madison University		VA	
Jamestown Community College	Jamestown	NY	
Johns Hopkins University		MD	
Kalamazoo College	Kalamazoo	MI	
Kansas, University of	Lawrence	KS	
Kansas State, University Manhattan		KS	
Keene State College		NH	(University system of NH)
Kent State University		OH	
Kentucky, University of		KY	(grading, admissions, fin. aid)
Knox College, Galesburg		IL	
Kwantlen College,			
Surrey/Delta/Richmond/Langley		British Columbia, Canada	
Lake Michigan College	Benton Harbor	MI	
Laval, Universite	Quebec City	Quebec, Canada	
Law School Admission Council	Newton	PA	
Lawrence University		NY	
Lehigh University	Bethlehem	PA	
Lewis and Clark College	Portland	OR	
Lethbridge, University of,		Alberta, Canada	
Lincoln College	Lincoln	IL	
Lock Haven University		PA	(PA state system)
Louisiana, Southwestern, University of		LA	(faculty, students & staff)
Louisville, University of		KY	(executive order in hiring)
Macalester College		MN	
Madison Area Technical College	Madison	WI	
Maine, University of (systemwide)		ME	
Manchester College	N. Manchester	IN	
Mankato State University	Mankato	MN	

Mansfield University	PA	(PA state system)
Marshall University,	WV	
Mary Washington College	Fredericksburg VA	
Maryland, University of Baltimore Co.	MD	
Maryland, University of College Park	MD	
Massachusetts Institute of Technology (MIT)	MA	
Massachusetts, University of	Amherst MA	
McGill, University	Montreal	Quebec, Canada
Merrimack College	North Andover MA	
Michigan, Central University	Mt. Pleasant MI	
Michigan State University	MI	
Michigan, University of	MI	
Minnesota, University of	Minneapolis/ St. Paul MN	
Missouri, Southwest Missouri State	MO	(student housing only)
Missouri, University of	MO	(by executive order)
Missouri, University of	St. Louis MO	
Mitchell College	New London CT	
Montreal, Universite de	Montreal	Quebec, Canada
Moorhead State University	Moorhead MN	
Mount Holyoke College	MA	
Muhlenberg College	Allentown PA	
Nassau Community College	NY	
Nebraska, University of (all campuses)	NE	
Nevada, University of	Las Vegas- Reno NV	
New Hampshire, University of	NH	
New Hampshire, University of Manchester	NH	
New Haven, University of	New Haven CT	
New Mexico, Eastern University	NM	
New Mexico, University of	Albuquerque NM	
New Mexico State University	NM	
New York, City University of	NY	
New York, State Universities of (SUNY)	NY	
New York University	NY	
New Zealand	New Zealand	
Canterbury, University of Christchurch		
Otago, University of Dunedin		
North Carolina A & T	NC	
North Carolina State University	NC	
North Carolina, University of	Chapel Hill NC	
	Asherville NC	
North Dakota State University,	Fargo ND	
North Dakota, University of Grand Forks	ND	
Northeastern	Boston MA	
Northeastern School of Law	Boston MA	
Northwestern University	Evanston IL	
Oakton Community College	Des Plaines IL	
Oberlin University	OH	
Occidental College	Los Angeles CA	
Ohio University	OH	
Ohio State University	Columbus OH	
Oklahoma, University of	OK	(student organizations only)
Old Dominion	Norfolk VA	

Oregon, University of		OR	
Oregon State University		OR	
Parkland Community College	Champaign	IL	
Pembroke College		NY	
Pennsylvania, all state colleges		PA	(by executive order)
Pennsylvania State University	University Park	PA	
Pennsylvania, University of		PA	(systemwide)
Pennsylvania, University Museum of Archaeology/Anthropology		PA	
Pittsburgh, University of	Pittsburgh	PA	
Pitzer College		CA	
Plymouth State College		NH	(University system of NH)
Pomona College		CA	
Portland State University	Portland	OR	
Princeton University	Princeton	NJ	
Quebec, Universite du Quebec		Canada	(all locations)
Radcliffe College		MA	
Radford University	Radford	VA	
Redlands, University of Redlands		CA	
Reed College	Portland	OR	
Rensselaer Polytechnic Institute, (RPI)	Troy	NY	
Rhode Island, University of		RI	
Rice University		TX	
Ripon College		WI	
Rochester Institute of Technology (RIT)	Rochester	NY	
Rochester, University of	Rochester	NY	
Rockford College	Rockford	IL	
Rutgers University		NJ	
San Diego Unified School District	San Diego	CA	
Santa Rosa Junior College	Santa Rosa	CA	
Seattle Community College District		WA	
Seattle Central			
North Seattle			
South Seattle			
Scotland, UK, Glasgow, University of Glasgow		Scotland	
Shippensburg University		PA	(PA state system)
Slippery Rock University		PA	(PA state system)
Smith College		MA	
Stanford University		CA	
South Africa, University of			
Southern California, University of (USC)		CA	
Southern Indiana, University of		IN	(Under revision)
Southern Methodist University		TX	(student code/harassment)
Swarthmore College		PA	
Syracuse University	Syracuse	NY	
Temple University		PA	
Texas, University of		TX	
Texas Women's University		TX	
Toronto, University of Toronto		Ontario, Canada	
Towson State University	Towson	MD	
Transylvania University		KY	
Trent University, Peterborough		Ontario, Canada	
Tufts University		MA	
Tulane University		LA	

United Kingdom, Open University		
Utah, University of	Salt Lake City	UT
Vanderbilt University	Nashville	TN
Vassar University		NJ
Vermont, University of		VT
Virginia Polytechnical Institute		VA
Virginia, University of		VA
Washington State University		WA
Washington University	St. Louis	MO
Washington, University of	Seattle	WA
Waterloo, University of	Waterloo	Ontario, Canada
Wellesley College		MA
Wesleyan University	Middletown	CT
Wesleyan University		GA
West Chester State University		PA
West Coast University		CA
West Georgia State University		GA
West Virginia University		WV
Western Carolina University		NC
Western Michigan University		MI
William Mitchell College of Law	St. Paul	MN
William and Mary, College	Williamsburg	VA
Williams College		MA
Windsor, University of	Windsor	Ontario, Canada
Wisconsin, University of		WI
Worcester Polytechnic Institute		MA
Wright State University	Dayton	OH
Vanderbilt University	Nashville	TN
Vassar		
Virginia Tech		VA
Virginia, University of		VA
Yale University	New Haven	CT
York University		Ontario, Canada
Youngstown State University	Youngstown	OH (by executive order)
Yuba College		CA

LABOR UNIONS-FEDERATIONS

AFL-CIO

American Federation of State, County and Municipal Employees		Washington, DC
CUPE - Canadian Union of Public Employees		Canada
National Education Association (NEA)		Washington, DC
Professional Institute of the Public Service of Canada		Canada
Public Service Alliance of Canada		Canada
United Auto Workers	Detroit	MI

CORPORATIONS/BUSINESS

Abbott Labs	Chicago	IL	
	Mtn View	CA	(all USA locations)
Adobe Systems, Inc	Mtn View	CA	
ADP	Roseland	NJ	

Advanced Micro Devices	Sunnyvale	CA	
Aldus Corp.	Seattle	WA	
Alias	Toronto	Ontario, Canada	
Amdahl Corporation	Sunnyvale	CA	
Ameritech Library Services	Provo	UT	
Amoco	Chicago	IL	
Apple Computer			
Aptix	San Jose	CA	
ASK Computer Systems	Mountain View	CA	
AT&T -		(all locations)	
Autodesk	Sausalito	CA	
Auto-trol	Denver	CO	
Bank of America			
Bank of California		CA	
Banyan Systems	Westboro	MA	
Barna, Guzy & Steffen, Ltd (law)	Coon Rapids	MN	
BARRA Incorporated	Berkeley	CA	
Battele Memorial Institute	Columbus	OH	
Bellcore	Livingston	NJ	(all locations)
Bell South Telecommunications			(All locations)
Bell-Northern Research	Ottawa	Ontario, Canada	(province law)
Ben & Jerrys Corporation			
Blue Cross of California			
Blue Cross Blue Shield of Iowa		IA	
Blue Corss Blue Shield Massachusetts		MA	
Bolt, Beranek and Newman (BBN)	Cambridge	MA	
Booz, Allen & Hamilton, Inc		NY	(and worldwide)
Borland International, Scotts Valley		CA	
Cadence	Mountain View (?)	CA	
California Edison Company	Rosemead	CA	
Cambridge Technology Partners	Cambridge	MA	
Carnegie Group Inc.	Pittsburgh	PA	
Chevron Corporation	San Francisco	CA	
CIGNA Corporation & CIGNA Companies			
Cisco Systems			
Citibank,	New York	NY	
Citizens Fidelity Bank		KY	
Claris	Santa Clara	CA	
Commonwealth Edison	Chicago	IL	
Compatable Systems	Boulder	CO	
Computervision	San Diego	CA	
Conoco			
Consolidated Electrical Distributors	Thousand Oaks,	CA	
Control Data Corporation		MN	
Convex Computer Corp	Richardson	TX	
Coopers & Lybrand	Floral Park	NY	(nationwide/accounting)
CoreStates Financial Corp.	Philadelphia	PA	
Crawford & Company	Atlanta	GA	
Cray Computer Corp.	Colorado Springs,	CO	
Cray Research	Eagan	MN	
Datalogics, Inc.	Chicago	IL	(subsidiary of Frame Technology)
Dell Computer Corp.	Round Rock	TX	
Digital Equipment Corp			
Dupont Corporation		DE	

ESL, Inc.	Sunnyvale	CA	
Eastman Kodak Company	Rochester	NY	
Electronic Arts	San Mateo	CA	
Ernst & Young LLP			
Farallon Computing	Alameda	CA	
Fireman's Insurance Company		Washington, DC	(Homeowners policy)
First Union Bank	Charlotte	NC	(implied in harassment policy)
First Virginia Bank		VA	
First Virginia Insurance Services		VA	
Flood Group, The	Torrance	CA	
Frame Technology Corp	San Jose	CA	
Fujitsu America	San Jose	CA	
Gannett			(USA Today/Publishing/ Broadcasting)
Gateway 2000	North Sioux City, SD		
Genesys Software Systems	Methuen	MA	
General Electric	Fairfield	CT	
General Motors Corporation		MI	
Hewlett-Packard Corp.	Palo Alto	CA	
IBM - US locations			
ITT Hartford Insurance			
Informix Software Inc.	Menlo Park	CA	
Ingres (an ASK company)	Alameda	CA	
Intel Corporation	Santa Clara	CA	
Intercontinental Hotels	New York	NY	
Interleaf Inc.	Waltham	MA	
Intergraph	Huntsville	AL	
Jostens Learning Corporation	San Diego	CA	
Kaiser Foundation Health Plan			
Kaiser Permanete (HMO)			
Permanente Mdicl Groups	Oakland	CA	
Kaiser Hospital			
Kirke Van Drsdel Insurance	Des Moines	IA	
Kubota Pacific Computer	Santa Clara	CA	
LSI Logic Corp.	Milpitas	CA	
Levi Strauss	San Francisco	CA	
Lexis-Nexis	Dayton	OH	(formerly Mead Data Central)
Lockheed Corporation		CA	
Lotus Development	Cambridge	MA	
MCI, Consumer Markets Division			(locations throughout US)
MCNC, Research Triangle Park		NC	
MacNeal-Schwendler Corporation	Los Angeles	CA	
Maxtor Corporation	San Jose	CA	
Mead Data Central	Dayton	OH	
Medtronic Inc.	Fridley	MN	
Microsoft		WA	
Minnesota Mining & Manufacturing (3M)	St. Paul	MN	
Mips Technologies, Inc.	Mountain View	CA	(a subsidiary of Silicon Graphics)
Mobil Oil Corp.	Fairfax	VA	
Monsanto Company			
mt Xinu	Berkeley	CA	
NCNB	Charlotte	NC	(implied in harassment policy)
National Computer Systems	San Jose	CA	

National Safe Depository	San Jose	CA	
Nestle Beverage Co.	San Francisco	CA	
Nestle Food Company	Glendale	CA	
NeXt Computers			
Northern Telecom Ltd., (NT)			Canada
Northwest Corporation	Minneapolis	MN	
Subsidiaries:			
Northwest Card Services	Des Moines	IA	
Northwest Financial	Des Moines	IA	
Northwest Leasing Services	Des Moines	IA	
Northwest Technical Services	Des Moines	IA	
Northwest Mortgage	Des Moines	IA	
NOTIS Systems	Evanston	IL	(subsidiary of Ameritech)
Objectivity, Inc	Menlo Park	CA	
Open Software Foundation	Cambridge	MA	
Oracle Corp.	Redwood Shores, CA		
Pacific Gas & Electric Co.	San Francisco	CA	
Pacific Telesis Group	San Francisco	CA	
Paramax Systems Corporation			(a Unisys subsidiary)
ParcPlace Systems	Sunnyvale	CA	
PictureTel Corporation	Danvers	MA	
Polaroid Corporation			
Principal Financial	Des Moines	IA	
Procter & Gamble	Cincinnati	OH	
Pyramid Technology	San Jose	CA	
Qaulcomm	San Diego	CA	
RECOM Technologies	San Jose	CA	
Resonex	Fremont	CA	(in sexual harrassment policy)
ROLM Systems Inc.	Santa Clara	CA	(a Siemens Co.)
SAS Institute	Cary	NC	
SPSS, Inc.	Chicago	IL	
Salmon Brothers	New York City	NY	
Santa Cruz Operation		CA	
Science Applications International Corp.	San Diego	CA	
Scientific & Engineering Software	Austin	TX	
Sears, Roebuck and Co.	Chicago	IL	(all locations)
Sequent Computer Systems	Beaverton	OR	
Silicon Graphics Inc.	Mountain View	CA	
Software Transformation	Cupertino	CA	
Solbourne Computer	Longmont	CO	
Stratus Computer	Marlboro	MA	
Sun Microsystems	Mountain View	CA	
SuperMAC Technology	Sunnyvale	CA	
Sybase	Emeryville	CA	
Synopsys	Mountain Valley, CA		
TGI Fridays	Dallas	TX	
Tandem	Cupertino	CA	(all locations)
Tandy Corporation	Dallas	TX	
Tech Resource Group, Inc.	Raleigh	NC	
Tektronix, Inc.	Wilsonville	OR	
TRW Corporation	Cleveland	OH	(corporate headquarters?)
U.S. West			(all divisions; 14 state area)
Ungermann-Bass	Santa Clara	CA	
Unisys Corporation	Reston	VA	

UUNET Technologies, Inc.
Varian Associates
Veritas Software Corp.
Verity Inc.
Videomaker Magazine
Village Voice (Newspaper)
VTEL Corporation
Walt Disney, Inc.
Wells Fargo Bank
WordPerfect Corporation

Xerox Corporation
Zenith Data Systems
Zenith Electronics Corp.

Falls Church VA
Palo Alto CA
Santa Clara CA
Mountain View CA
Chico CA
New York NY
Austin TX

Orem UT

St. Joseph MI
Glenview IL

(Novell acquisition may have changed this.)

(Groupe Bull)

GOVERNMENT/PUBLIC BODIES/FOUNDATIONS

empl = employment-public and private unless otherwise stated
 accom = accomidations
 edu = education
 hsng = housing
 credit = credit applications/acceptance
 union = union practices

Alachua, County of (rescinded 11/94)	FL	(empl/accom/hsng)
Alameda, County of	CA	
Albany, City of	NY	(empl/accom/hsng/credit)
Albuquerque, City of	NM	(public employment)
Alexandria, City of	VA	(empl/accom/edu/hsng/credit)
Alfred, City of	NY	(empl/accom/edu/hsng/credit/union)
American Chemical Society	Washington, DC	
American Friends Service Committee		
American Library Association	Chicago	IL
American Medical Association AMA		
American Psychological Association		
Ames, City of	IA	(empl/accom/edu/hsng/credit/union)
Amherst, City of	MA	(empl/accom/edu/hsng/credit/union)
Anchorage, City of	AK	(public employment)
Ann Arbor, City of	MI	(empl/accom/hsng/credit/union)
Arlington, County of	VA	(public employment)
Aspen, City of (pending Co-2)	CO	(empl/accom/hsng)
Association of America's Public TV Stations	Washington, DC	(Association, not member stations)
Atlanta, City of	GA	(public employment)
Austin, City of	TX	(empl/accom/hsng/credit/union)
(In question, may have been domestic partner benefits rescinded)		
Australia	AU	
Capital Territory		
New South Wales		
Queensland		
Western Australia		
(In question)		
Baltimore, City of	MD	(empl/accom/edu/hsng)
Berkeley, City of	CA	(empl/edu/hsng/credit/union)
Birmingham, City of	MI	(hsng/credit)
Bloomington, City of	IN	
Boston, City of	MA	(empl/accom/edu/credit/union)
Boulder, City of (pending Co-2)	CO	(empl/accom)
Boulder, County of (pending Co-2)	CO	(public employment)
Boynton Beach, City of	FL	
Brighton, City of	NY	(public employment)
Broward, County of	FL	
Broward, County of, Sheriff's Off.	FL	
Buffalo, City of	NY	(public employment)
Burlington, City of	VT	(empl)
Calgary, City of	CD	
California, State of	CA	(empl/accom/edu)
Cambridge, City of	MA	(empl/accom/edu/hsng/credit/union)
Canada	Canada	

Alberta
 British Columbia
 Manitoba
 New Brunswick
 Nova Scotia
 Ontario
 Quebec
 Saskatchewan (06/23/93)
 Yukon

Cathedral City, City of
 Champaign, City of
 Chapel Hill, City of
 Chapel Hill, Township of
 Charlottesville, City of
 Chicago, City of
 Cincinnati, City of
 Clallam, County of
 Cleveland Heights
 Colorado, State of (pending Co-2)
 Columbia, City of
 Columbus, City of
 Concord, City of
 Connecticut, State of
 Cook, County of
 Corvallis, City of
 Crested Butte, City of
 Cupertino, City of
 Cuyahoga, County of
 Dane, County of
 Davis, City of
 Dayton, City of
 DENMARK
 Denver, City of (pending Co-2)
 Detroit, City of
 Durham, City of
 East Hampton,
 East Lansing, City of
 Edmonton, City of
 Essex, County of
 Evanston, City of
 Flint, City of
 Florida, Department of Education
 Gaithersburg, City of
 Harrisburg, City of
 Hartford, City of
 Hawaii, State of
 Hayward, City of
 Hennepin, County of
 Hillsborough, County of
 Hollywood Police Department
 Honolulu, City of
 Houston, City of
 Howard, County of
 Human Rights Campaign Fund

Hollywood

CA (public employment)
 IL (empl/accom/hsng/credit/union)
 NC (public employment)
 NC (public employment)
 IL (empl/accom/edu/credit)
 IL (empl/accom/edu/credit)
 OH (empl/accom/hsng) REPEALED 11/93
 WA (public employment)
 OH
 CO (public employment)
 MO
 OH (empl/accom/edu/hsng/credit)
 CA
 CT (empl/accom/hsng/edu/credit/union)
 IL (empl/accom/edu/credit)
 OR
 CO
 CA (public employment)
 OH (public employment)
 WI (public employment)
 CA (empl/accom/hsng/credit/union)
 OH (public employment)
 (same sex marriages legal)
 CO (empl/accom/edu/hsng/union)
 MI (empl/accom/edu/hsng/credit/union)
 NC (public employment)
 NY (empl/accom)
 MI (empl/accom/hsng/credit/union)
 Alberta, Canada
 NJ (public employment)
 IL (public empl/credit)
 MI (empl/accom/edu/hsng/union)
 FL (pertains to students only)
 MD (empl/hsng/credit/union)
 PA (empl/accom/edu/hsng/credit/union)
 CT (empl/accom/edu/hsng/credit/union)
 HI (empl)
 CA (empl, edu, housing)
 MN (public employment)
 FL (accom/hsng)
 FL
 HI (public employment)
 TX (public employment)
 MD (empl/accom/edu/hsng/credit/union)

Illinois, State of		IL	(public employment)
Ingham, County of		MI	(public employment)
Iowa City, City of		IA	(empl/accom/credit/union)
Ithaca, City of		NY	(empl/accom/edu/hsng/credit/union)
Jet Propulsion Laboratory	Pasadena	CA	
Kansas City, City of		MO	(public employment)
Key West, City of		FL	(empl/accom/hsng/credit/union)
King, County of		WA	(hsng/credit)
Lafayette, City of		IN	
Lancaster, City of		PA	(empl/accom/edu/hsng/credit/union)
Lawrence Berkley Lab	Berkley	CA	
Laguna Beach, City of		CA	(empl/accom/edu/hsng/credit/union)
Long Beach, City of		CA	(employment)
Los Alamos National Laboratory	Los Alamos	NM	
Los Angeles, City of		CA	(empl/accom/edu/hsng/credit/union)
Louisiana, State of		LA	(public empl - executive order)
Madison, City of		WI	(empl/accom/hsng/credit/union)
Malden, City of		MA	(empl/accom/edu/hsng/credit)
Marshall, City of		MN	(empl/accom/hsng/credit)
Maryland, State of		MD	(public employment)
Massachussetts, Commonwealth of		MA	(empl/accom/edu/hsng/credit/union)
Miami Beach, City of		FL	(empl/accom/hsng)
Michigan, State of		MI	(public employment)
Milwaukee, City of		WI	(public employment)
Minneapolis, City of		MN	(empl/accom/edu/hsng/credit/union)
Minnehaha, County of		SD	(public employment)
Minnesota Public Radio		MN	
Minnesota, State of		MN	(empl/accom/edu/hsng/credit)
Montgomery, County of		MD	(empl/hsng/credit/union)
Mountain View, City of		CA	(public employment)
Morgan, County of (pending Co-2)		CO	(public employment)
Multnomah, County of		OR	
National Organization for Women			
New Haven, City of		CT	
New Jersey, State of		NJ	(empl/accom/edu/hsng/credit/union)
New Mexico, State of		NM	(public employment)
New Orleans, City of		LA	(empl/accom/hsng)
New York, City		NY	(empl/accom/edu/hsng/union)
New York, State of		NY	(public employment)
Northampton, County of		PA	(public employment)
NORWAY			(same sex marriage legal 8/1/93)
Oak Park, City of		IL	(accom/hsng)
Oakland, City of		CA	(empl/accom/hsng/credit/union)
Ohio, State of		OH	(public employment)
Olympia, City of		CA	(public employment)
Olympia, City of		WA	
Palm Beach, County of		FL	(public empl/accom/hsng)
Palo Alto, City of		CA	(education)
Pennsylvania, State of		PA	(public employment - executive order)
Pennsylvania state colleges employees		PA	(by executive order)
Philadelphia, City of		PA	(empl/accom/hsng/credit/union)
Phoenix, City of		AZ	(public employment)
Pittsburgh, City of		PA	(empl/accom/hsng/credit/union)
Portland, City of		ME	(empl/accom/hsng/credit)

Portland, City of		OR	
Prince Georges County		MD	
Public Broadcasting Serv.	Alexandria	VA	(System only, not member stations)
Pullman, City of		WA	(public employment/hsng/credit)
Raleigh, City of		NC	(public employment)
Rhode Island, State of		RI	(public employment)
Riverside, City of		CA	(public employment)
Riviera Beach, City of		FL	
Rochester, City of		NY	(public employment)
Rochester, City School Board		NY	
Rockville, City of		MD	(empl/accom/edu/hsng/credit/union)
Sacramento, City of		CA	(empl/accom/edu/hsng/credit/union)
Saginaw, City of		MI	(edu/hsng)
St. Louis, City of		MO	(empl/accom/edu/hsng/credit)
St. Paul, City of		MN	(empl/accom/edu/hsng/credit/union)
Salt Lake, County of		UT	(public employment)
San Diego, City of		CA	(empl/accom/edu/hsng/credit/union)
San Francisco, City of		CA	(empl/accom/edu/hsng/credit/union)
San Jose, City of		CA	(public employment)
San Mateo, County of		CA	(empl/hsng)
Santa Barbara, City of		CA	(public employment, education)
Santa Barbara, County of		CA	(public employment)
Santa Cruz, City of		CA	(public employment)
Santa Cruz, County of		CA	(public employment)
Santa Monica, City of		CA	(empl/accom/edu/hsng/credit/union)
Seattle, City of		WA	(empl/hsng/credit/union)
SERBIA			(males over 14 - July 1994)
SOUTH AFRICA			
Stamford, City of		CT	(empl/accom/edu/hsng/credit/union)
State College, City of		PA	(hsng)
Suffolk, County of		NY	(public employment)
SWEDEN			(same sex couples have same rights as opposite sex/ non- married tax structure based on individual)
Syracuse, City of		NY	(empl/accom/edu/hsng)
Tampa, City of		FL	(reinstated by Fl. Supreme Court)
Teach for America	New York	NY	
Telluride, City of		CO	(empl/accom/hsng)
Tompkins, County of		NY	(empl/accom/edu/hsng/credit/union)
Toronto, City of		Ontario, Canada	
Troy, City of		NY	(public employment)
Tuscon, City of		AZ	(public employment)
Unitarian Universalist Church, Association of Congregations & Service Committee	Boston	MA	
Urbana, City of		IL	(empl/accom/hsng/credit)
United States, Government State Department Coast Guard Environmental Protection Agency Navy			(civilian employees only) (October 14, 1994) (civilian employees only)
Vermont, State of		VT	(empl/accom/edu/hsng/credit/union)
Washington D.C.		DC	(empl/accom/edu/hsng/credit/union)
Washington, State of		WA	(public employment)
Watertown, City of		NY	(empl/accom/edu/hsng/credit)

West Hollywood, City of
West Palm Beach, City of
Wisconsin, State of
Worcester, City of
Yellow Springs, City of
York, City of

CA (empl/accom/edu/hsng/credit/union)
FL (empl/accom/hsng)
WI (empl/accom/edu/hsng/credit/union)
MA (empl/accom/edu/hsng/credit)
OH (empl/accom/hsng/credit/union)
PA (empl/accom/hsng)

STATES WHERE ALL SAME-SEX ACTS BETWEEN CONSENTING ADULTS ARE LEGAL
(and the year where sodomy laws were struck down)

Alaska	1978	New Hampshire	1973
California	1975	New Jersey	1975
Colorado	1971	Ohio	1972
Connecticut	1969	Oregon	1971
Delaware	1972	Pennsylvania	1983
Hawaii	1972	South Dakota	1976
Illinois	1961	Vermont	1977
Indiana	1976	Washington	1975
Iowa	1976	Washington, D. C.	1993
Kentucky	1992	West Virginia	1976
Maine	1975	Wisconsin	1984
Nebraska	1977	Wyoming	1977
Nevada	1993		

New York has been suggested but is waiting on verification)

COUNTRIES WHERE LES-BI-GAY RELATIONSHIPS/SEX ARE LEGAL OR TOLERATED
(See also AGE OF CONSENT below)

Australia (except Tasmania)
 Brazil
 Burkina Faso
 Canada
 Costa Rica
 France
 Ghana
 Greenland
 Guatamala
 Haiti
 Japan
 New Zealand
 Seychelles
 Thailand
 Trinidad and Tobago (opinion varies)
 USA (varies by state)
 Zimbabwe (homosexuality is illegal and government clamping down; Zimbabwe to be deleted.)

Note that the expression "Age of consent" is likely to be misleading, especially to people from US States that have "statutory rape" laws, because it DOES NOT MEAN that the law-enforcement authorities disregard whether or not the "victim" had in fact consented in a particular case, but merely that such consent is not a complete defence to the charge of breaking some law about sexual behaviour.

AGE OF CONSENT LAWS IN THE COUNCIL OF EUROPE STATES IN 1993

[With thanks to Alan F. Reekie, ILGA Administrative Office, Brussels, Belgium (tel/fax: +32.2-502.2471)]

(Where two ages are shown this is either because a higher age applies where the older person is in a position of authority or influence over the younger, or because sexual activity is legal at the lower age unless the younger person subsequently complains. In certain countries, persons below the minimum age shown here can participate in sexual acts under certain conditions without either them or their partners necessarily committing a criminal offence)

COUNTRY	AGE OF CONSENT		
	heterosexual	lesbian	gay men
AUSTRIA	14	14	18
BELGIUM	16/18	16/18	16/18
BULGARIA	14	14	14
CYPRUS	16	16	n.a.[1]
CZECH REPUBLIC	15	15	15
DENMARK	15/18	15/18	15/18
FINLAND	16	18	18
FRANCE	15/18	15/18	15/18
GERMANY	14	14	14/18 [2]
GREECE	15	15	15
HUNGARY	14	18	18
ICELAND	14	14	14
IRELAND	17	17	17
ITALY	14/16	14/16	14/16
LIECHTENSTEIN	14	14	18
LUXEMBOURG	16	16	16
MALTA	12/18	12/18	12/18
NETHERLANDS	12/16	12/16	12/16
NORWAY	16	16	16
POLAND	15	15	15
PORTUGAL	16	16	16
SAN MARINO	14/16	14/16	14/16
SERBIA	??	??	13
SLOVAK REPUBLIC	15	15	15
SLOVENIA	14	14	14
SPAIN	12/18	12/18	12/18
SWEDEN	15	15	15
SWITZERLAND	16/20	16/20	16/20
TURKEY	18	18	18
UNITED KINGDOM	16	16	21

An equal age now exists in 21 out of 28 Council of Europe countries.

NOTES

1. Cyprus: Sex between men is completely illegal. The European Court has ruled that this is in breach of the ECHR and the law will soon be changed.

2. Germany: The discriminatory Par. 175 of the German Criminal Code was removed, first in the DDR, and then in 1994 throughout Germany but with new provisions replacing those against seduction of girls, intended to protect young people between 14 and 16 years old, in the case of heterosexual, lesbian, and gay sex.

3. United Kingdom: The given "heterosexual" age-limit is that at which the law deems young women become able to give valid consent to participating in sexual acts, without which such acts would be criminal offenses. However, the law on "unlawful sexual intercourse" (USI) recognises that a young woman can in fact give valid consent below that age, in which case her partner (but not herself) is liable to be punished for USI (in most cases involving girls at least 13 years old, the male partner is not even prosecuted) instead of for "rape", so long as the male partner is at least 10 years old.

There are no equivalent statutory provisions for the corresponding homosexual acts, but UK law has long deemed young men to become able to give valid consent to such acts at 16, in which case both they and their partner are liable to punishment until the younger partner becomes 18 (formerly 21).

ARMED FORCES STATUS

The following countries have no discrimination in their Armed Forces:

- Australia
- Austria
- Belgium
- Canada
- Denmark
- Finland
- Israel
- Ireland
- The Netherlands
- Norway
- Spain,
- Sweden
- Switzerland
- New Zealand (Discrimination is about to end in New Zealand.)

++++
"The Pledge of Allegiance says '..with liberty and justice for all'.
What part of 'all' don't you understand?" --Rep. Pat Schroeder (D) Colorado
++++

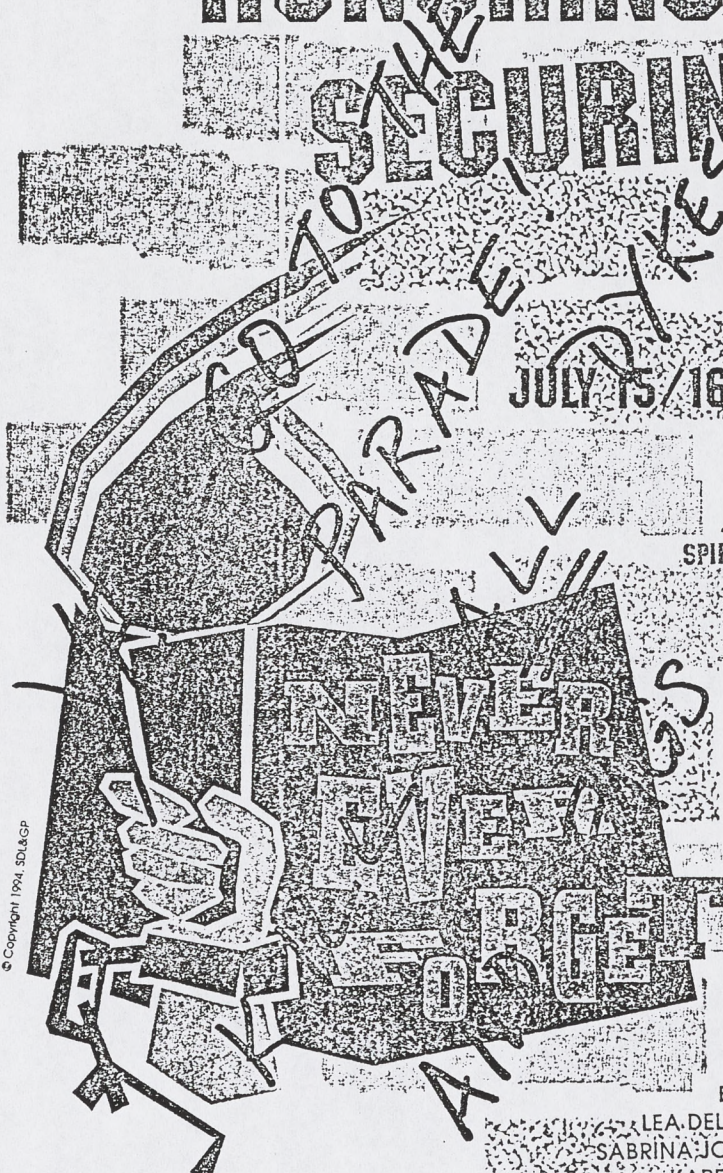
SAN DIEGO LESBIAN & GAY PRIDE 20TH ANNIVERSARY

HONORING OUR PAST

SECURING OUR

FIGURE.

JULY 15/16/17, 1994



© Copyright 1994, SDLG&GP

SPIRIT OF STONEWALL RALLY

Friday, July 15, 8:00pm - 10:00pm
 <<The Center, 3916 Normal>>

PRIDE PARADE

Saturday, July 16, 12 noon
 <<University from Normal to Sixth>>

PRIDE FESTIVAL

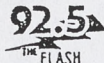
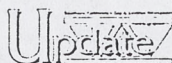
Saturday, July 16, 2pm-10pm
 Sunday, July 17, 12 noon-10pm
 <<Marston Point, Balboa Park>>

ENTERTAINMENT BY

- BRONSKI BEAT KYM SIMS JASON STUART
- LEA DELARÍA FEM 2 FEM THE FLIRTATIONS
- SABRINA JOHNSTON KAREL CANDYE KANE
- KAREN WILLIAMS RASHIDA OJI
- SOMEBODY'S EX KENNY ARD MICHELLE CRONE DAVID MILLS
- AMY BOYD DRAG REVUE AZÚCAR Y CREMA

STONEWALL 25 A GLOBAL CELEBRATION OF PRIDE AND PROTEST

NEVER EVER FORGET... The Sponsors who help make Pride '94 possible



Author: (entry deleted)
Date: 5/18/95
Priority: Normal
TO: (entry deleted)
Subject: "harassment"

Message Contents

About two months ago, I happened to bring a "pride" coffee mug to work (pink triangle with the word pride in black letters). Several of my colleagues who, so far as I know, until then had not been aware of my sexual orientation (I am "out" at work in that I have never concealed my status; have my partner's picture on my desk; answer questions truthfully when asked, etc., but have never made any explicit "announcement", took notice of it as I re-filled it in the break room. From that day, one or two people were obviously slightly uncomfortable around me, but over several days got back to 'business as usual.' However, also as of that day, one of my colleagues, whom I thought of as a tolerant and liberal person, and with whom I had been close, as office acquaintanceships go, in the sense that we often chatted about books and films, current events, etc., ceased speaking to me. She began exiting rooms whenever I entered; greeting everyone in the morning except me; stopped talking whenever I entered a room; turned and headed the opposite direction whenever I approached, etc. She even ceased attending staff meetings whenever I was there. If ever I had professional occasion to address her directly, she snapped a surly reply.

After several days of this, I asked her what, if anything, I had done to offend her. She laughed and left the room. On her return, I asked her again, saying whatever it was, I wished to make amends. She responded, very cynically, that she "just liked to be left alone." Insofar as possible, I acceded to her wish.

I assumed that she, too, would eventually "get back to normal," but after weeks of this, I raised the issue with our boss (the MSO). She (the MSO) was very sympathetic, and stressed repeatedly what I already knew—that she and the institute director fully supported me, my partner, and my lifestyle, and did not view any violation of the University's nondiscrimination policy as acceptable professional behavior. She asked me to report any overt instance of verbal or physical harrasment immediately, and to tell her if the situation otherwise became intolerable. The Director followed this up with a letter to all staff reiterating (word deleted) unwavering support of non-discrimination policies.

After the weeks of this "shunning" treatment stretched into months, I once again raised the issue with my boss. The daily figurative slaps in the face were wearing thin. I stressed that I simply did not view this behavior, for whatever reason, as acceptable treatment of a colleague, and wished it stopped. The boss called us in for a simultaneous meeting. After the air was cleared about an honest misunderstanding on my colleague's part of a completely unrelated scrap of conversation she had overheard between myself and a faculty member, she admitted that as she and I had become more friendly, on discovering my orientation she had become extremely uncomfortable. She said over and over again "I am not homophobic. I have had many gay male friends. But I've never before known anyone gay of the same sex, and it made me very uncomfortable. You need to be aware of this, and be very careful in your actions." She could not, however, give any concrete examples of anything I had specifically done to "provoke" this response; I did not point out to her that PRECISELY what she was experiencing was homophobia.

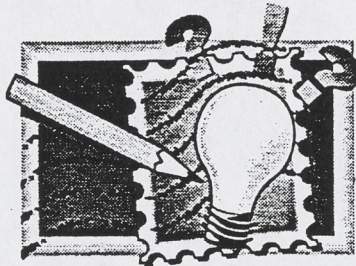
I, of course, was able to reassure her that I understood her reaction; that it was in the circumstances perfectly normal; and that in nothing I had ever said or done around her had I remotely intended any sexual overtones. She agreed to tell me in the future if anything I did in particular made her uncomfortable, so that I could do my best to avoid it.

I think the valuable lesson learned here is—if supervisors BACK UP their personal support for policies by IMMEDIATELY taking a leadership role in requiring, even in a gentle fashion, homophobic employees to face and cope with their fears, an extremely uncomfortable work environment can be avoided for ALL concerned.

UCSD IS AVOIDING STUDENT INPUT ON 'WALK'

hellmann became agitated when he found that student input was inadequate. He repeatedly accused us of being liars and cut us off. The administration's own document stated that only 25 students were involved since 1988 in the planning process, and we were involved only in "briefings" about the Plan as a whole. Even though we were solicited, students were not proportional representation on committees. Many of these committees were established years ago, when the university was considerably smaller. Finally, all the incidents were appointed by the GSA, organizations — university employees — and a historically rubber-stamp policy.

Hellmann engaged in several attempts to explain the technical necessity of this walkway. However, we later found out that what he said was simple. Hellmann made up the need for a drainage ditch which have been refuted by an engineering firm which was hired for the administration. Hellmann also made claims about the unhealthy nature of the walkway. These claims were refuted by the Resource Group, which is a group for the health of the eucalyptus trees in the administration. While these problems will occur and have to be removed if Library Walk is built, these are not pre-existing problems which the walkway is associated infrastructure)



Readers' Forum

The Guardian welcomes letters and commentaries from its readers. All letters must be no longer than three pages, typed, double-spaced and signed. Letters should also contain a phone number. We reserve the right to edit for length and clarity. Letters may be dropped off at the Guardian office on the second floor of the old Student Center (right above the General Store Co-op). Send all letters to:

The Guardian
Opinion Editor
9500 Gilman Dr. 0316
La Jolla, CA 92093-0316
Fax: (619) 534-7691
e-mail: guardian@weber.ucsd.edu

Hellmann did present a variety of good reasons why Library Walk, in some form, should be constructed. These centered around pedestrian traffic and handicapped-access concerns. He also told us that these functional considerations could have been adequately addressed for \$1 million less, but that aesthetics were deemed important to attract students and faculty to the university and to visually orient and lead people into the university core (the Price Center area).

Our position is simply that if the administration thinks this is such a great project, it should have nothing to fear from putting it to a vote of those whom it will most impact — the students. Reasonable, democratic student input never occurred.

Instead, the administration claimed to act in our best interests while clearly doing the exact opposite. This paternalism is unacceptable and shows a fundamental lack of respect for the student body.

Carl Lenox

No Discretion in Use of Discretionary Funds

Editor:

I read that Chancellor Richard Atkinson is using \$2.5 million from his discretionary budget on a walkway leading from UCSD's Central Library to a classroom building ("Care For a Walk?" March 13). According to Assistant Vice Chancellor of Facilities Design and Construction Boone Hellmann, "[the discretionary funds] have absolutely nothing to do, and this is a part I want to emphasize, with student fees in any form or fashion."

So, if not from student fees, how does one come up with \$2.5 million to spend at one's discretion? Here are a few methods:

- Require 100 UCSD employees making \$50,000 per year to donate half of their salaries to show their gratitude.
- Send 15,000 UCSD students into San Diego to find jobs which pay \$8 per hour (after taxes). Have them each work 20 hours and donate the proceeds. In return, engrave their names on the walkway.
- Ask every resident of San Diego to donate a dollar to the "Golden Brick Road" at UCSD. (Of course, to walk on it, one would have to pay another dollar to park one's car long

enough to do so.)

• Ask California taxpayers, under the auspices of funding education, to work diligently and send their dollars to the federal and state officials who dole it out. Have them put \$2.5 million into a discretionary fund.

Nobody said the chancellor wasn't a bright man, only that he shows an incredible lack of judgment, or "discretion" rather, in spending other people's money — money which should be used for education or student development.

Wendy McNeill

LGBA Member Escapes Gay-Bashing Incident

Editor:

An LGBA member recently escaped a gay-bashing attempt. The aggressors shouted the phrase "die faggot" and tried to run him over with their car. Fortunately, the victim was able to escape in time.

The incident occurred at the UCSD campus, but it was not the only manifestation of intolerance against LGBA and its members. The LGBA frequently receives hate speeches on its answering machine, and our flyers are often torn down.

College is a place where one meets and learns about other students with different cultures and value systems, and sexual orientation is just a different culture. It is everyone's duty to set aside prejudice and learn to tolerate people with different sexual orientation, religion, race and ideology.

David Cheney
LGBA member

Declaration of Domestic Partnership

• Name: _____
Address: _____
Telephone: _____

Signature: _____

Date: _____

• Name: _____
Address: _____
Telephone: _____

Signature: _____

Date: _____

Office of Record: _____

Authorized Representative: _____

Date: _____

7
UC DAVIS

September 30, 1994

DEANS, DIRECTORS, DEPARTMENT CHAIRS, AND CAMPUS/UCDMC ADMINISTRATIVE OFFICERS:

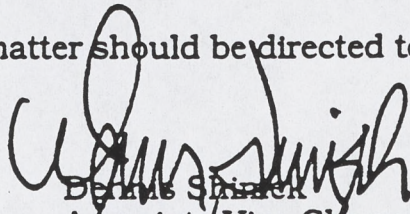
RE: Domestic Partnership

We have received a number of inquiries concerning access to services provided by the campus to Domestic Partners of academic, staff, and student employees. By way of clarification, our informal practice has been to allow Domestic Partners to use University services in the same manner and to the same extent permitted to the married spouse of a campus employee. Services provided have included use of the Recreation Hall, Recreation Pool, Library, Student Employment, and discounts offered by outside agencies to UCD employees.

While the number of requests for access to campus services have been limited in the past, and the simple assertion of a domestic partnership has been sufficient to grant such access, we wish to regularize the practice and have, therefore, prepared the attached statement.

The campus approach to this issue is embodied in the Principles of Community, and our continuing commitment to diversity. While not under campus purview, and thus not included in this directive, the issue of the eligibility of Domestic Partners for health insurance benefits is currently under review by the President's office.

Questions regarding this matter should be directed to my office at 752-3383.



Dennis Sinker
Associate Vice Chancellor--
Employee Relations and Staff Affairs

DS:aw

Attachment

Directive # 94-121

Appendix 5 -- Page 59

OCT 19 1994

UCD Domestic Partnership Policy

Policy

The domestic partners of UC Davis faculty, staff, and student employees have access to the following campus services in the manner and to the same extent as the spouses of married campus employees: use of the Recreation Hall; MU Programs and Campus Recreation (e.g., Equestrian Center, Craft Center, Outdoor Adventures, and Memorial Union Games Area); Recreation Pool; Library; Student Employment Center; and discounts offered by outside agencies to UCD employees.

Definition

Domestic Partners. "Domestic partners" are two adults who have chosen to share one another's lives in a committed relationship. The requirements for two persons to be considered as domestic partners for the purposes of this policy are:

1. they live together;
2. they consider themselves to be members of each other's immediate family;
3. they agree to be jointly responsible for each other's basic living expenses during the domestic partnership;
4. neither is married nor a member of another domestic partnership;
5. they are not related by blood in a way that would prevent them from being married to each other under the laws of the State of California;
6. each is at least 18 years old; and
7. they must each sign a Declaration of Domestic Partnership as provided for herein.

Establishing a Domestic Partnership

- (a) *Methods.* Persons may establish a domestic partnership by signing a Declaration of Domestic Partnership. The form will be filed in the appropriate administrative office (Human Resources, Provost's Office, or Student Affairs).