EEOC guidelines bared for national origins bias

WASHINGTON—The White House announced proposed rules for EEOC guidelines on discrimination because of national origin have been published in the Federal Register (Sept. 19) with a Nov. 18 deadline for comments from the public.

Stephen R. Alesi, special assistant to the President for Ethnic Affairs, said, "It is most important that our ethnic communities be kept informed on these developments." Comments should be addressed to Equal Employment Opportunity Commission, Executive Secretary, 330 E. 34 NW, Room 900, Washing­ton, D.C. 20506. Envelopes should be marked "National Origins Guidelines" at the lower corner.

National origin discrimination is defined as the denial of equal employment opportunity because of an individual's, or his ancestors, country of origin or race. The guidelines would apply to the cultural or linguistic characteristics of a particular national origin.

Regarding the proposed major revisions in guidelines on the "Speak­Only English" rule, the Equal Employment Opportunity Commission believes that a rule requiring employees to speak only English at all times in the workplace is a harch barrier to condition of employment which violates Title VII except in limited circumstances. Requiring employees to speak only in English at certain times would not be discrimi­natory if the employer shows that the rule is justified by business necessity. The guidelines would explain that business necessity beliefs that the rule is justified by business necessity, the guidelines would require the employer to clearly identify employees covered by the rule, and that employees are required to speak only in English and the consequences of violating the rule.

Notice of such a rule is necessary because it is common for individuals with strong affect the rule in question to feel that imposing a foreign language on them may be in violation of their human rights. Any adverse employer action against an employee based on the violation of a rule will be considered as evidence of discrimination when an employer has not given notice.

Regarding "harassment," EEOC has consistently held that harassment on the basis of national origin is a violation of Title VII. It holds that an employer has an affirmative duty to maintain a working environment free of harassment on the basis of national origin. This rule, which has been adopted in several courts in recent cases, clearly applies equally to national origin.

Ethnic slurs and other verbal or physical conduct relating to an individual's national origin constitute harassment when this conduct (1) has the purpose or effect of creating an intimidating, hostile or offensive working environment, (2) has the purpose or effect of unreasonably interfering with an individual's work performance, or (3) otherwise adversely affects an individual's employment opportunities.

An employer is responsible for the acts of its supervisory employees or agents that create a working environment or standard which gives rise to a hostile or offensive working environment.

The guidelines distinguish between the employer's responsibility for the acts of its supervisory employees or agents that create a working environment or standard which gives rise to a hostile or offensive working environment and the employer's responsibility for the conduct of its non-supervisory employees.

The guideline explains that the employer and the employer is responsible for the conduct of its non-supervisory employees.

Regarding the proposed major revisions in guidelines on discrimination because of national origin bias, the guidelines would explain that an employer is responsible for the acts of its supervisory employees or agents that create a working environment or standard which gives rise to a hostile or offensive working environment.

Redress book not copyrighted

PORTLAND, Ore.—The copyright notice appearing in the latest edition of "Centennial: A Case for Redress," published by the National Committee for Redress of the Japanese American Citizens League, should be obliterated for the third time by Dr. James K. Yamasaki, national JACL president.

JACL board of directors, acting as the_converters of the book, agreed to do so at its meeting in New York last week, but later changed its mind.

In a letter to the American Library Association in September, Judge Harold Schacht reiterated the board's position that the book should be copyrighted.

The board's decision was based on the fact that the book had been copyrighted by the U.S. Supreme Court in 1953.

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PC People

- **Beauties**
  Betty Takasaki, onetime clerk in the Trina Court, was visiting the Philippines and Japan in late October as Miss Orient USA Stearns. Prior to her marriage to her mother's maiden name in the contest, she was a model for another USA, a former USA Alpha. 

- **Business**
  Taro Katagai, C.L.U. of Fresno, Calif., an agent with Sun Life of Canada's Pacific-Sun Life, was recently completed Cali., Canada. Fresno /Sacramento, the 1985 graduate.

- **Education**
  Assemblyman Paul Banani was named to the Citizens Advisory Committee for El Camino College's Office of Special Services, which assists disadvantaged students.

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**Iridescence Academy**

One student was credited with earning the title of Senior of the Month. This student has shown exceptional dedication to their studies and leadership qualities in their extracurricular activities. Their contributions have been invaluable to the school community.

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**Finance**

Two wire sculptures by Ruth Asawa from San Francisco were recently presented by her gallery, a resident of the community. These sculptures feature the use of wire and glass, creating unique and abstract forms. 

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**UPAC building acquisition underway**

The United Performing Arts Committee (UPAC) has initiated a campaign to raise funds for the acquisition of the building for its current use, with a goal of $200,000.

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**Education**

As an assistant professor, Dr. Jane Kim has been credited with her significant contributions to the field, particularly in the area of education reform. Her work has had a profound impact on the development of educational policies and practices.

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**Education**

Jelme Fuchisawa, Ms. Isabellah, Hidora, Isabellah, Gail, and Minoru, Mark, and Minoru, Mark, have been approved for admission to the university. Their academic achievements and extracurricular activities demonstrate their eagerness to pursue higher education.

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**Iridescence Academy**

The school has announced the winners of the annual science fair. Students from various grades competed in diverse categories, showcasing their creativity, ingenuity, and dedication to learning. The winners were recognized for their exceptional projects.

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**UPAC building acquisition underway**

The United Performing Arts Committee (UPAC) has initiated a campaign to raise funds for the acquisition of the building for its current use, with a goal of $200,000. The campaign aims to secure the necessary funds to ensure the continued vitality of the arts community in the area.

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**Education**

The Iridescence Academy has announced the appointment of Dr. Jane Kim as the new director. Dr. Kim brings a wealth of experience and a strong commitment to education, making her a valuable asset to the academy.

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**Finance**

Two wire sculptures by Ruth Asawa from San Francisco were recently presented by her gallery, a resident of the community. These sculptures feature the use of wire and glass, creating unique and abstract forms.
circumstances, where an employer may be shown to have the necessary control, it may also be responsible for the acts of non-employees with respect to harassment or discrimination.

Background on Guidelines

An individual’s primary language is often an essential national origin characteristic. According to estimates from the U.S. Bureau of Census, the Chinese, Japanese, and Korean non-English language backgrounds and may be affected by an employer’s English-only practices...

The survey identified persons with non-English language backgrounds as persons whose mother tongue is not English, who may not use languages other than English, or who live in households where languages other than English are spoken. About 1.7 million, or 75 percent, of this group are above the age of 18. The study shows the following approximate numbers for each of these language backgrounds: Spanish, 1.3 million; Italian, 0.6 million; German, 0.2 million; French, 0.2 million; Chinese, Japanese, Korean and Vietnamese, 0.3 million; Polish, 1.7 million. Approximately 0.4 million persons in the United States do not speak any language at all.

In Garcia v. Glor (618 F. 2d 294-1980) the Fifth Circuit Court of Appeals noted that there were no standards or regulations for judging employer rules on speaking. In response to Glor, the Commission is providing guidance to employers:

Original National Origin Guidelines

The first guidelines were particularly concerned with the discrimination against English language skill and the use of heights and weight specifications which were not necessary for job performance and which tend to exclude persons of certain national groups.

The guidelines were last amended on March 18, 1974.

In summary, the American Civil Liberties Union has instituted a policy which may illegally force a city employer to “use slurs against any person on the basis of race, color, creed, national origin, ancestry, age, sex, sexual orientation or disability.” This policy was instituted after two city officials, the registrar of voters and a dental health board member, referred to Chinese persons as “chinks.” They are no longer in their positions.

However, some regard the policy as a violation of the First Amendment right of free speech, which allows for the bounds of non-violent racist as well as law-abiding citizens.

Another question on this matter may be: when is a slur not a slur? Some individuals may take offense to a slur which may not be to others.

Min Yasui to address San Diego JACL

SAN DIEGO—Minoru Yasui, director of community relations for the city of Denver, will speak on Redress at the 1981 San Diego JACL installation dinner on Saturday, Nov. 15 at the historic Hotel de Coronado. He will highlight some of the most important, unanswered questions regarding Executive Order 9066, which he had tested in court in 1942.

Joining him as special guests will be two of San Diego JACL’s illustrious members who have gained particular fame this year: Dr. Harvey Itano, winner of JACL’s coveted Japanese American of the Year award who has high honors in his field and for his willingness to share his Evacuation experience with the American public.

Tickets at $15 per person are available from Vernon Yoshioka (403-3010) and chapter board members. Chapter said it was underwriting a quarter of the dinner expenses, “so it’s a bargain!”

JACLers in L.A. fete Rep. Danielson

LOS ANGELES—East Los Angeles and Pan Asian JACL members co-hosted a welcome toast for Rep. George Danielson (D-Montebello) Oct. 29 at the General Lees in Chinatown. Close to JACL members and friends were present.

John Tatsuo, chairman of the National JACL Committee on Redress, of San Francisco was present to award the National JACL certificate of appreciation to Danielson “for his significant role in the passage of HR 2499, the Commission on Wartime Relocation and Internment of Civilians Act.”

Ira Takahashi, chairman of the National JACL Director Committee on Redress, of San Francisco was present to award the National JACL certificate of appreciation to Danielson “for his significant role in the passage of HR 2499, the Commission on Wartime Relocation and Internment of Civilians Act.”

Mizutani plaque

MONTEREY, Ca.—Classmates of Terril Mizutani, a 1938 graduate of Hilo High School, presented a memorial plaque to the Defense Language Institute here to be placed in the school building dedicated to Hilo High’s three buildings were named in honor of Nisei MIS war contractors (men killed during WWII).

JACL and Educational Activities

At the National JACL Committee meeting in Monterey, Calif., Dan Nodine and other leaders discussed the importance of educational activities, including those related to community service and in support of the American public.

One of the most effective legislatures of our time, Jim Corman has been a leader in formulating some of the most important legislation of the past two decades:

- LAW ENFORCEMENT ASSISTANCE ACT
- SMALL INDEPENDENT BUSINESS PROTECTION ACT
- OLDER AMERICANS ACT
- TRUTH IN ELECTION ACT
- Legislation creating the Special House Committee on Aging
- Citizens Health Insurance Reform Bill to protect seniors
- Medicare and Social Security
- American Indian Education Act
- National Energy Act of 1978
- U.S. Department of Education
- And other important legislation.

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- And other important legislation.
Letterbox

- Asian Images

Editor: The Pacific Southwest JACL, District Council is to be commended for its publication of the very excellent literary supplement, "Asian Images," which offers a window on Japanese Americans life.

Similarly, the Watonwan JACL recently sponsored the production of "Shogun," the first Japanese American television series. The series has been positively received by viewers of all ages, demonstrating the interest in and appreciation of Japanese American culture.

The program notes for the Watonwan performance, in keeping with the philosophy of the Pacific Southwest JACL for Japanese American Studies, is people, places and people involved in the open membership, grassroots approach to community involvement in representation.

Bill Fukuda, Editor

- Years of Infamy

Editor: We would like to add our own observations to those of Dr. K. Sakumoto in his well-stated letter of reprinting regarding "Shogun" publication in the Government Printing Office publication of testimonies and results, now due to the Nisei generation.

We believe that the film is an important lesson for all Americans. It depicts the realities of the internment period and helps us understand the sacrifices made by Japanese Americans during World War II. It is a story of our struggle and victory.

Due to its strong influence in the current efforts by various groups, including the JACL, to seek reparations for the injustices caused by the internment, this letter is a call to action. We believe that the film should be widely shown and that it should be included in school curricula.

We all need to keep in mind that this film is a call to action, to remember and to act on behalf of justice and truth.

For the best-informed, printed content in the next issue of the Pacific Southwest JACL.

Bill Fukuda, Editor

- A pleasant surprise

Editor: As a recent JACL member from Hawaii, I was pleasantly surprised to receive a special copy of the JACL newspaper, "The JACL.

I was very pleased to hear from the editor that I would receive a special copy of the newspaper, and I am grateful for the opportunity to read this special edition.

Please express our "Domo arigato" to the editor and staff for their hard work.

P. Yamazaki, Honolulu

Renew Your Membership

Postage rates to Japan up Jan. 1

WASHINGTON — All international postage rates will go up by approximately one cent to one to half-cents effective Jan. 1. Mail going to Japan, Europe, Asia will cost:

- All classes of mail including first-class, insured, certified, and airmail:
- Domestic first-class: 1.50 yen (about 12.7 cents)
- Domestic second-class: 0.70 yen (about 6.1 cents)
- Domestic third-class: 0.30 yen (about 2.6 cents)
- Domestic airmail: 3.50 yen (about 30.9 cents)

- International first-class: 5.00 yen (about 42.3 cents)
- International second-class: 3.00 yen (about 25.4 cents)
- International third-class: 1.50 yen (about 12.7 cents)
- International airmail: 10.00 yen (about 85.2 cents)

- International air mail:
- Domestic first-class: 1.50 yen (about 12.7 cents)
- Domestic second-class: 0.70 yen (about 6.1 cents)
- Domestic third-class: 0.30 yen (about 2.6 cents)
- Domestic airmail: 3.50 yen (about 30.9 cents)

- International air mail:
- Domestic first-class: 5.00 yen (about 42.3 cents)
- Domestic second-class: 3.00 yen (about 25.4 cents)
- Domestic third-class: 1.50 yen (about 12.7 cents)
- Domestic airmail: 10.00 yen (about 85.2 cents)

Please express our "Domo arigato" to the editor and staff for their hard work.

P. Yamazaki, Honolulu

Renew Your Membership
help to explain why they search Project (JARP), with the cooperation of scores of communities. The authority that enforces these obligations defines the roles and obligations of the members of that society. The authority that enforces these obligations is the Japanese belief in the superiority of the group over the individual. Solidarity is maintained by forcing individuals to conform with the traditional group values, while potential recalcitrants are kept in line by public opinion weighted by the traditional ethical views. Fear of ridicule and ostracism provide great motivation for conformity behavior, and from childhood the Japanese are controlled by what they humbly term, As a result, the Japanese become extremely vulnerable to hurt feelings and develop acute sensitivity to the feelings of others.

Does this, then, help to explain why Sansei often complain that they cannot get their Nisei parents to talk about their Evacuation experience?

On the other hand, there is more and more evidence that Japanese Americans themselves are helping to get their own story before the majority public. Witness, for example, the following:

Last spring Alan K. Otto of the Portland Oregonian was assigned to write the story of Sgt. Frank Hachida of Hood River, Ore., the World War II hero for whom a building was being named at the Defense Language Institute in Monterey, Calif. Otto produced a well-researched, lean, professional book of writing about a member of his ethnic group.

A few weeks ago the Seattle Times carried a story by staff reporter Teresa Watanabe on Seattle-area activists who are in conflict with the national JACL over its so-called redress program. And more recently the Los Angeles Times published a long feature by Eddie Iwata, identified only as a Los Angeles writer, about young Sansei who against the wishes of their Nisei parents are turning their backs on prestige occupations like medicine, the law and accounting to make good as artists, musicians, dancers and actors.

The new generation of Japanese American reporters aren’t reluctant to write about their peers, and there seems to be an interest about such a specialized subject in the public press.

In fact, between the newspapers and books, like Montero’s, term papers and sociological studies, Japanese only contact with JACL and Redress on a national level is reading the Pacific Citizen, were not sure of the intentions of the Redress Committee, but they asked questions and found that the current pursuit of Congressional recognition of the wrongdoing is a worthwhile effort to support. This underscores the need to communicate the purpose of Redress by person contact.

Many in the Riverside Chapter have a good grasp of the issue from earlier this year when John Tateishi addressed our installation dinner. But what about those chapters I’ve heard of that do not nearly so formidable as the title.

I’d like to challenge each chapter, identify them personally, to take the initiative to get together with a less involved neighboring chapter and host a similar evening of discussion and enlightenment. It will serve to re-establish and make new ties in the Japanese Community as well as engender the support that John Tateishi and his National Committee for Redress deserve and need, to make the next step in Redress a success.

The groups got into some very interesting exchanges with some of the strongest reactions coming from the older Nisei. These were not necessarily feelings of anger or frustration, but included “Why dwell on the past now?” Many had already blocked out the negative feelings from the past and have used their experiences to move forward toward the future in a positive fashion.

During these discussions, it became evident that many, whose

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One of the nicest things about being a regional director, I think, is that you have frequent opportunities to visit with groups of people...
KUNITSUGU
Continued from Front Page

nic (jumping to the top of the table, as light as a feather, without a running start) and rich. He is also, we gather, a reincarnation of
Kwan Kung, the legendary warrior of the traditional Chinese opera.

The object of both their affection is Grace, also a hip, with a
young Chinese American who thinks nothing of calling up her
cozen for a last-minute date. But want a minute, Grace is also a
reincarnation of a Mu Lan, the legendary woman warrior.

What was supposed to be a double date turns into a triangle
when Grace’s friend fails to show, and the ensuing jockeying
between Steve and Dale to put over their basic version of what
they consider a night out forms the backdrop of the play.

Dale boasts at Steve’s suggestion that they go to a restaurant
in Chinatown to commemorate and finish off the evening at a west­
side disco. “A limousine? They think we’re from S.F.C.” he
protests.

Steve, on the other hand, knows very well where he’ll end up
to go to a Westwood movie in Dale’s scope. Even though Dale
protests that there’s plenty of room in the back, he even puts
his leg there. To irritate and embarrass Dale, Steve assumes
the humble stance, the sniffling accents and dumb ignorance
of American ways of the stereotypical P.O.B.

The play is also fleshed out with flashbacks to their historical
selves by Steve/Kwan Kung and Grace’s Mu as culminating in
a stormy fight sequence, complete with a clash of cymbalsm and
a roll of drums. It is at once graceful and dramatic and proves to
be the highlight of the play.

Therein lies the weakness of the play. Hwang had a good
concept, but he didn’t make clear from whose basic story he
was telling told. Understandably, he shows a lot of sympa­
ty for the theme which should have been
sustained honestly by the author without fudging it with sympathy for the
american ways of the stereotypical F.O.B. and

From his heritage,

Japanese American Wide

Los Angeles Japanese Casualty Insurance

Affn

CHINOYS
Jamaican KITCHEN

Two examining rooms, finalizing

BBQ Island and complete


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Kono Hawaii

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Grace, also a hip, with-it

as to who

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From his heritage,
Why crime is on the wane in Japan

A Point of Departure

For the past several months, we've been on the track of tracing the lives and works of a number of notable Japanese poets. But if the Japanese school is somewhat dry and mini-series Shogun and use it as a point of departure.

Shogun was not my favorite. Besides being good entertainment, it served to provide insights into the complex cultures of Japan as it existed in medieval times between Japan and Europe. I think the divided view we have of the two cultures is this with a degree of reservation. To my way of thinking, the division of thought of death and cruelty was somewhat overplayed as was the emphasis of intrigue that left very little room for the emotional impact. The upside of it is that although there were "inscrutable" moments in the film, by and large the raison d'être of Japanese in those days was the way that Japanese poets rely on family and neighborhood values to reinforce their position within the traditional society.

As described by Minoru Shido, former director of Japan's Criminal Affairs Bureau, Japanese po...