

3-30-1972

Letter from Madeleine Giguère

Madeleine Giguère

University of Maine at Portland-Gorham

Follow this and additional works at: <https://digitalcommons.usm.maine.edu/giguere-usm-career>

Recommended Citation

Madeleine Giguère Collection, Franco-American Collection, University of Southern Maine Libraries.

This Book is brought to you for free and open access by the Career at USM Digital Commons. It has been accepted for inclusion in University of Southern Maine Career 1967-2000 by an authorized administrator of USM Digital Commons. For more information, please contact jessica.c.hovey@maine.edu.

March 30, 1972

Dr. Ruth Benson
Director of Equal Opportunity
Office of the Chancellor
228 Deering Avenue
Portland, Maine 04107

Dear Ruth:

I am delighted that you are recommending the collection of minority-group type data for Franco-Americans. I would also recommend following the guidelines of the Department of Labor in regard to discrimination because of religion or national origin. (Federal Register, vol. 36, No. 250 - Wednesday, December 29, 1971)

These guidelines, as you know, include:

- 1) "Internal communication of the employer's obligation to provide equal employment opportunity without regard to religion or national origin in such a manner as to foster understanding, acceptance, and support among the employer's executive, management, supervisory personnel, and all other employees and to encourage such persons to take the necessary action to aid the employer in meeting this obligation.
- 2) "Enlist the assistance and support of all recruitment sources (including employment agencies, college placement, directors, and business associates) for the employer's commitment to provide equal opportunity without regard to religion or national origin.
- 3) "Periodically inform all employees regarding the employer's commitment to fair employment practices."

3/30/72

Also, given the underutilization of Franco-Americans in the University of Maine System, called to Chancellor McNeil's attention on pages 5 and 6 of my letter of December 9, 1971, the following guidelines should apply:

- 4) "Review employment records to determine the availability of promotable and transferable members of that particular religious or ethnic minority group within the employer's organization.
- 5) "Establish meaningful contacts with the appropriate religious and/or national origin-oriented organizations for purposes of referral of potential employees, advice, education, and technical assistance.
- 6) "Initiate the use of the appropriate religious and/or national origin-oriented press for institutional and employment advertising.
- 7) "Engage in significant recruitment activities at educational institutions with substantial enrollments of that particular religious or ethnic minority group.
- 8) "Discuss the employer's affirmative action program with leaders of the appropriate religious or ethnic minority community and request that they refer applicants for employment."

And finally:

- 9) "Whenever an underutilization of a religious or ethnic minority group is called to an employer's attention, the employer shall then make available for compliance reviews such information as may be reasonably obtainable on the approximate numbers of the various religious and ethnic minorities employed at the job levels in which a question of underutilization has been raised."

I hope you will agree to the inclusion of the above in our Affirmative Action Program.

Sincerely yours,

Madeleine GIGUERE
Associate Professor
Department of Sociology

MS/lc

cc: Donald R. McNeil, Chancellor
Stanley L. Freeman, Jr., Vice Chancellor
Winthrop C. Libby, President-Oroño
Louis J. P. Calisti, President-Portland-Gorham
John Romanyshyn, Helen Batchelor, Yvon Labbe