



Department of History
Brooklyn College
of The City University
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To the President
Brooklyn College

In the interest of eliminating sexually discriminatory practices at Brooklyn College, the Brooklyn College Women's Organization is forming a Discrimination Committee to investigate charges of sex discrimination against any woman on campus, having recourse to the legally established machinery.

In addition, we are making the following demands:

1. That the Administration assume responsibility for determining the need for day and night care of children on campus. We are submitting a questionnaire to be included in the registration packet of all students, day and evening session, and to be attached to the paychecks of all personnel, teaching and other. The ultimate objective is to provide adequate facilities for all those who need them. In the interim, we support the demands of the Day Care Collective for larger and more appropriate quarters.
2. That the Administration present to the Board of Higher Education as policy for the by-laws, the following resolution on maternity leave:

"Since women should not be penalized for pregnancy, maternity leaves should be treated according to the same principle as any temporary absence for medical reasons. In the case of extended maternity leaves, these should be handled as are leaves for military service for male academics. That is:

- a. Pregnancy shall not be grounds for dismissal, downgrading, holding up of promotion, or withholding the granting of tenure.
- b. No woman shall be forced to take a leave due to pregnancy, but she shall be entitled to a short-term maternity leave with full pay. Additional leave up to a year should be available to her upon her request. The additional leave should be treated in regard to pay and promotion as would a temporary absence for medical reasons or for military service.
- c. For graduate students maternity leave should not be counted against the maximum number of years required for completion of the degree."

*or denial of
accrued time
for tenure.*



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3. That the Administration inaugurate an interdisciplinary program in women's studies, with courses to be given in at least the following departments, and co-ordinated by a committee of two faculty and three student members, to be chosen by the Brooklyn College Women's Organization:

Sociology
History
Psychology
Education
Art
English
Anthropology
Political Science
Economics
Modern Languages
Classics and Comparative Literature
American Studies
Urban Studies

This program should be authorized before the next meeting of the departments, so as to come before the Curriculum Committees in time for implementation for the Fall semester.

Renate Bridenthal
Lilia Melani
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Delegates from the Brooklyn College
Women's Organization