

HEW, ISU reach settlement in sex discrimination case

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Following a negotiating session with Department of Health, Education and Welfare (HEW) representatives, Iowa State University has paid a former employee \$1,192 as settlement in a sex discrimination case filed against ISU by the local chapter of the National Organization for Women (NOW).

Vice President for Academic Affairs

George Christensen told The Tribune the check was written to former employee Janellyn Staley on Wednesday. HEW originally directed ISU to pay Staley \$2,504 and Christensen said the lesser amount was agreed upon during a negotiating session in Ames approximately a week and one half ago.

ISU's payment to Staley resulted from a

suit filed by NOW in July, 1974 charging ISU with a violation of Title IX of the 1972 Higher Education Amendment.

Staley, a former English instructor at ISU, was one of several applicants for the position of head editor of the ISU Energy Research Institute editorial office. James Tarbox, an ISU graduate who worked in the office was hired for the position, but HEW determined Staley was the most qualified of all the applicants and that sex was a factor in her not being interviewed for the position.

In a letter to Vice President for Information and Development Carl Hamilton, Christensen said that HEW representatives commended ISU for its current affirmative action policies and procedures and for work by the ISU affirmative action office.

In the letter Christensen added, "HEW officials also noted that Ms. Staley was employed by another department at ISU during the period in question and that she received a higher salary than the male who occupied the position in the Engineering Research Institute."

Christensen told The Tribune the Staley case had not been a matter of ISU policies being incorrect, but one of procedures followed not being in accordance with either HEW or ISU policies.

"There was no argument on other than the arithmetic," Christensen told The Tribune. He said negotiation with HEW was only on the amount to be paid to Staley. "It was just a matter of whose salary you are comparing to whose."