

HIGH TECH GAYS

P.O. BOX 6777
SAN JOSE, CA 95150

NEWSLETTER OCT. 1983

President: Rick Rudy
Secretary: Denny Carroll
Treasurer: Eric Lipanovich

H. T. G. Calendar

- Sept 30 - Oct 2 **CAMPING WEEKEND**
at Big Basin State Park. Come camping for the weekend, or just join us for a picnic on Sunday (see details with map inside).
- October 9 **REGULAR MONTHLY MEETING**
and pot luck supper at Bill Collins' house. Bill lives at 839 Villa Ave. #3, in San Jose (see map attached). Supper starts at 6:30 P.M. Please bring a dish to share. If you get lost, call (408)277-0644.
- October 16 **AIDS BENEFIT AT MAX MUELLER & NORM COSTA'S**
Time 2 P.M. till 6 P.M. at 1436 Norman Ave., San Jose (see attached map). Phone (408)267-7085. To christen their new house, Norm and Max are having an AIDS Benefit/House Warming party. But don't bring a gift. Instead bring your check book for a tax deductible donation.
- October 21 **"THE MOUSETRAP" THEATER PARTY**
Featuring our own Rick Rudy as the suspicious Mr. Pavavicini in Agatha Christie's famous murder mystery. We will meet at 7 P.M. at the Golden Mushroom Pizzeria, 18760 Cox Ave., Saratoga (see map attached). Call Richard at (415)961-8764 or Denny at (408)292-6475 for ticket reservations. All seats are \$6.00.
- November 13 **REGULAR MONTHLY MEETING**
Place and time to be announced.

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MEMBERSHIP NOTES

- We are still cleaning up our mailing list. If your address is incorrect, please call Denny at (408)292-6475.

- Also note your membership status on the address label. If there is an 'N' in the code, we do not have you listed as a paid member. Please fill in a membership form (enclosed) and send it in with your check if you want to be retained on the mailing list.

- If you can offer your home as a location for one of our monthly pot luck supper meetings, please call Denny. We'd love to meet in a different house each month !

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BIG BASIN CAMPING TRIP

- The Big Basin camping trip is scheduled for September 30 through October 1. Early in the afternoon on Friday, Sep. 30, John Bessire will drive up to Big Basin State Park to secure two campsites for two nights. John will leave a note and map of the location of the campsites on the Park Headquarters Bulletin Board. Camping will be on Fri and Sat nights with a picnic to follow on Sunday at 12:00 noon. John will also leave directions to the picnic area on the Bulletin Board. Plan to attend ! Our Big Sur camping trip was loads of fun. Call John at (408)248-2870 for details of what to bring.

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NOTES FROM RICK RUDY - PRESIDENT

- I wrote in this column two months ago that my 'lifestyle' was claimed, by our software manager, to be the 'talk of the Engineering Department'. Well, I am pleased to report that not one word on the subject has been said in my presence since: I conclude that no one really considers it all that relevant, which is as it should be.

- If you have not yet gone to see "Torch Song Trilogy", run, don't walk to the Theatre on the Square to see this award winning show. The script is both funny and moving, and the acting is excellent. If you only see one professional show this fall, make it this one.

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LAST MONTH'S MEETING

- The monthly meeting on Sept. 11 at Brad's house was great. Brad had another party going in the afternoon, and many stayed to join HTG. There was excellent food, good company and a good chance to get to know each other better around the pool. Thanks Brad!

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JOB REFERRAL

- HTG has set up a Job referral coordinator position which is filled by Max Mueller. If you know of job openings in your company or are looking for a job, call Max at (408)267-7085.

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The following letter is part of our ongoing series meant to illuminate Gay life in the Silicon Valley business community. It is a copy of a letter from one of our members, Bob Kanefsky, to the National Gay Task Force.

P.O. Box 8683
Stanford CA 94305
16 September 1983

The National Gay Task Force
Suite 1601
80 Fifth Ave
New York NY 10011

Sisters and brothers:

Several years ago you surveyed 850 large companies to determine the degree to which each company guarantees its employees and applicants freedom from job discrimination on the basis of their sexual preference, as well as how clearly this policy is stated and how widely it is disseminated.

A few days ago I signed on at Fairchild, in Palo Alto, to work in one of their R&D labs. I decided to take the opportunity to find out how easy it is for an employee to get a copy of the company's anti-discrimination policy. Your survey placed Fairchild in category 1, which means that they

have stated specifically that they do not discriminate on the basis of sexual orientation. In some cases it is clear that firms have disseminated their policies in company publications such as personnel manuals, company newsletters, etc.

So, while I was in the Personnel office, filling out their forms, I asked them for a copy of the full text of the company's policy. I did not mention sexual orientation specifically, nor did I claim to be worried that I had been or would be discriminated against unfairly, because I'm not. I just asked for the policy. While I'm not actually worried that I will be discriminated against when someone learns that I am gay, I believe there may be parts of the company where such discrimination takes place, or where employees are justifiably afraid to come out. I felt I was in a better position to ask them about this than someone whose job skills are in less demand at the moment.

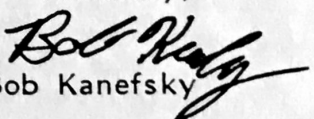
My other motivation was the company's "Rules of Conduct" form (enclosed), which they require all new employees to sign. Infraction #20, "Immoral or indecent conduct", is so vague that there are probably some people, including closeted gay employees and homophobic managers, who could interpret it as referring to the employee's choice of sexual partners, in spite of the disclaimer at the top, unless the anti-discrimination policy dictated otherwise. (There are also some things which it should cover and probably doesn't, such as the issue of sexual harassment in the workplace.) Also, I felt that if they needed me to sign their "Rules of Conduct" and "Non-disclosure Agreement" before they would trust me, it was fair for me to ask for a written guarantee that they do not engage in discriminatory practices.

I expected them to be puzzled when I asked them for it, but I thought that after digging around for a while they would find me a copy. (Personnel offices always have large amounts of paper on file; there must be *something* on them.) But the people in Personnel couldn't find one. They said their main office in Mountain View might have one, but that *they* certainly didn't. I asked if they could get me a copy before I signed their forms. They turned it over to their boss, who is in charge of hiring (i.e., he wrote the letter officially offering me the position). He was apparently uncomfortable at being asked to produce a written policy. He said it was the first time anyone had asked for one. Finally he checked with his boss, and the answer he got was something like "Fairchild complies with all State and Federal anti-discrimination laws." In other words, it has no policy of its own, as far as I could learn. In fact, it's interesting that he said "State and Federal" (as I think he did), since bills prohibiting discrimination against gay people have been before the voters in both Santa Clara County and Palo Alto; someday they may pass.

If that is really Fairchild's policy (or absence thereof), Fairchild should have been in Category 5 in your survey. If you have a record of their full response, I'd be interested in having a copy. Also, I'd be interested in a copy of "Gay Rights Protections in the U.S. and Canada", mentioned at the back of your survey pamphlet. If it's not free, let me know and I'll send a check.

I'm sending a copy of this letter to a local group, the South Bay chapter of Lesbian and Gay Associated Engineers and Scientists, who may also be interested in the hiring policies of Silicon Valley companies.

Sincerely,


Bob Kanefsky

→ cc: High Tech Gays
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