

P.O. Box 8683  
Stanford CA 94305  
6 October 1983

High Tech Gays  
P.O. Box 6777  
San Jose CA 95150

Brothers and sisters:

Enclosed is a copy of NGTF's reply to my letter about Fairchild that you published in your last newsletter, along with a copy of the letter Fairchild sent in 1978 in response to the NGTF Corporate Survey.

I'm pleased to see that Fairchild actually *did* state that they do not discriminate on the basis of sexual orientation. Presumably a gay Fairchild employee could use that letter as a defense against an instance of overt discrimination, provided he or she knew of the letter's existence.

However, the policy stated in the letter is of limited value if the people who make hiring decisions are unaware that they are forbidden to use an applicant's sexual orientation as a basis for discrimination.

If I wind up working for Fairchild on a permanent basis, I'll consider writing to the Labor Relations office congratulating them on their progressive stance and encouraging them to implement it.

Sincerely,

  
Bob Kanefsky

# NGTF

## National Gay Task Force

80 Fifth Avenue • New York, New York 10011 • (212) 741-5800  
Washington Office: 2335 18th St., N.W. • Washington, D.C. 20009 • (202) 332-6483

*Board Officers*

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*Executive Director*

Virginia Apuzzo

*Washington Representative*

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28 September 1983

Mr. Bob Kanefsky  
P.O. Box 8683  
Stanford, California 94305

Dear Mr. Kanefsky:


Thank you for your letter of September 16. I applaud your courage in exerting your right to know if the corporation you work for discriminates on the basis of sexual preference. Far too many gays and lesbians just let it be, incorrectly assuming that staying in the closet will bring them job security.

I have finally managed to dig up a copy of the letter we received from Fairchild Corporation. I am enclosing a copy. The letter is now five years old but we have no new information that Fairchild has changed its policy.

Again, thank you for your interest. If you should run into trouble or if we can be of further service, please don't hesitate to contact us.

Best wishes for success in your new job.

Sincerely,



Dirk Burns  
Staff Assistant

enc.

*Handwritten initials*

August 25, 1978

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Dr. Bruce Voeller  
Executive Director  
National Gay Task Force  
80 Fifth Avenue  
New York, New York 10011

Dear Dr. Voeller:

Your correspondence regarding discrimination based on sexual orientation has been referred to my office for reply.

In response to your inquiry, it is the policy of Fairchild Camera and Instrument Corporation to provide equal employment opportunity for all.

With regard to sexual preference, an individual's sexual orientation is not a considered factor for determining employment, retention or job promotability.

Sincerely,

*Kenneth H. Rohner*  
Kenneth H. Rohner  
Director, Labor Relations

KHR/jp