



HAWAII WOMEN LAWYERS

NEWSLETTER

January, 1989

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January Monthly Meeting – HWL Annual Awards and Installation Luncheon

DATE: Thursday, January 26, 1989

TIME: 12:00 Noon - 1:30 p.m.

PLACE: Pacific Club
1451 Queen Emma Street

The HWL Board of Directors invites you to attend HWL's Eighth Annual Awards and Installation Luncheon on Thursday, January 26, 1989 from 12:00 noon to 1:30 p.m. at the Pacific Club (free parking is available). PLEASE NOTE THAT THE DATE HAS BEEN CHANGED from Friday, January 27, 1989.

HWL's 1989 officers and directors will assume office at the luncheon. In addition, the Outstanding Woman Lawyer of the Year and Distinguished Service Awards will be presented to two deserving individuals.

The cost of the luncheon is \$17.00 per person. The menu for this year includes a special salad topped with bay shrimp, chicken piccata with rice and coffee/tea/iced tea. We must receive your reservation reply form by January 20, 1989 in order to confirm your attendance. Because of space limitations, only the first 100 reservations will be accepted. For more information, please call Lorraine H. Akiba at 521-9200.

DETACH AND MAIL to HAWAII WOMEN LAWYERS, P. O. Box 2072, Honolulu, Hawaii 96805, by January 20, 1989.

YES, I will attend the 1989 Annual Awards and Installation Luncheon at the Pacific Club on January 26, 1989.

Name(s) _____

Business Telephone _____

Check enclosed in the amount of \$ _____ (\$17.00 per person)

Recap of December Monthly Meeting

HWL wishes to thank Riley Yamada and Stanley Ikeda from First Circuit Court, and Nancy Alota from Honolulu District Court for sharing some practical pointers with HWL members and their secretaries. Members and their secretaries who attended received valuable "inside" information about filing procedures.

National Association of Women Lawyers Holds Regional Meeting

The National Association of Women Lawyers held its Regional Meeting on November 11, 1988 in New York City. On Friday evening, a Welcome Wine and Cheese Party was held at New York University School of Law, D'Agostino Hall. The Saturday morning program featured speaker Caroline J. Downey, Senior Attorney for the New York State Division of Human Rights who spoke on "Sexual Harassment in Employment". The program then continued on to "Financial Planning for Women Lawyers". Karen Berger Morello, author of **The Invisible Bar: The Woman Lawyer in America: 1638 to the Present**, spoke during the luncheon about the history of women lawyers. The afternoon program on computers and how to automate a law office was moderated by Faith F. Driscoll.

The meeting was extremely informational and those who attended felt it was well worth their time.

What is Sexual Harassment? The Legal Definition

If you look at the law books, sexual harassment has a very short history and, until recently, a vague definition. Except for laws governing equal pay, the U.S. had no regulations prohibiting sex discrimination in employment practices until the passage of the Civil Rights Act of 1964. Even after the passage of that law, it was still unclear as to which behavior would be considered discriminatory. Not surprisingly, sexual harassment suits, even of the most blatant sort, were often lost when filed through the courts.

Finally in 1980, the Equal Employment Opportunity Commission (EEOC) examined the issue. It determined that sexual harassment is indeed a type of sex discrimination and therefore illegal under Title VII of the Civil Rights Act of 1964. To give this decision some teeth, the Commission published guidelines explicitly forbidding sexual harassment of employees, defining what sexual harassment is, addressing employer responsibilities and outlining remedies.

According to the guidelines sexual harassment is "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature" whenever these occur under certain working conditions.

One of these is that, "submission of such conduct is made either explicitly or implicitly a term or condition of an individual's employment". This deals with the basic issue of an employer's use of coercion or threats as a condition of hiring or keeping an employee.

The second, related condition is when "submission to or rejection of such conduct by an individual is used as the basis for employment decisions, affecting such individual". This addresses the range of retaliatory actions that could be taken against the harassed person affecting work status or position, such as demotion/promotion, sudden and unjustified poor ratings, exclusion from raises, etc.

These two sections are commonly known and perceived as harassment, but most people are unaware of an important third section of the definition. It addresses conduct which has the purpose or effect of "unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment". In short, a hostile or offensive work environment can be grounds for filing harassment charges. Behavior included in this category could be such things as sexually oriented kidding, teasing or abuse; sexist remarks about a person's body, clothing or sexual activities; sexual pictures in the workplace, leering, lingering glances, sexual gestures, etc. Such behavior could constitute sexual harassment when they are unwelcomed and unwanted by the recipient.

Announcements

Correction of 1989 HWL Director Slate Information

Board of Director candidate Linnel Nishioka is a 1986 graduate of the University of Washington School of Law and **not** the William S. Richardson School of Law as was erroneously stated in the December 1988 newsletter. Our apologies to you Linnel.

HPP Reception Commemorating 16th Anniversary of Roe v. Wade

Hawaii Planned Parenthood invites you to attend a reception commemorating the sixteenth anniversary of **Roe v. Wade** with a keynote speech by Dr. Kenneth C. Edelin, Chairman and Professor, Obstetrics and Gynecology - Boston University School of Medicine, from 5:00 to 7:00 p.m., Tuesday, January 24, 1989 at the Willows. Deadline for reservations is January 18. The cost is \$25.00 per person (\$15.00 tax deductible). For more information, please contact Hawaii Planned Parenthood at 521-6991.

ABA/YLD Midyear Meeting/Membership Support network Conference

The ABA/YLD Midyear Meeting/Membership Support Network Conference is scheduled for February 2-5, 1989 in Denver, Colorado. The Midyear Meeting will be highlighted by the Membership Support Network National Conference on Friday and Saturday, February 3-4; the YLD Assembly Session on Friday afternoon; the ever-popular Annual Fellows Debate; and four special substantive programs.

The MSN National Conference will begin on Friday at 8:00 a.m. and conclude on Saturday at 1:00 p.m. The Conference will offer a mix of substantive programs designed to assist young lawyers in their professional and personal lives — new and different ways of managing time and stress; resolving conflicts peacefully within the work setting; generating business for your law firm; reading jurors' non-verbal communication; using legal assistants effectively; and how to start a law practice — as well as programs which bar associations can replicate for the benefit of their members.

Deadline for reservations is January 3, 1989. For more information, contact the ABA/YLD at (312) 988-5611.

U.S. Small Business Administration Accepting Proposals

The U.S. Small Business Administration is accepting proposals under its Women's Business Ownership Program for matching funds to assist established small businesses owned by women. For more information, please contact Stephanie Tsukano at 541-2973. Deadline is January 16.

Personals

Congratulations to HWL member Cora K. Lum who was recently appointed First Deputy Prosecuting Attorney by Prosecuting Attorney Keith Kaneshiro. Best wishes, Cora, in your new position.

If you have any announcements you wish to submit for the monthly newsletter, please contact Ellen Godbey Carson at 524-1212, Paul Johnson Alston & Hunt, 1001 Bishop Street, 1300 Pacific Tower, Honolulu, Hawaii 96813 by the 3rd of every month.

HWL MEMBERSHIP

If you have not done so already, please renew your membership. Dues are \$25, \$15 (Out of State Members), \$15 (New Admittees), \$5 (Students). Please remit with the following form to HWL, P.O. Box 2072, Honolulu, Hawaii 96805:

Name _____ Business Address _____

Phone _____ Residence Address _____

1 Please indicate the committees, if any, on which you would be willing to serve _____

Please note any topics or projects in which you are interested _____

Moved? Name change? Receiving duplicates? Please send old mailing label with corrections to HWL, P.O. Box 2072, Honolulu, Hawaii 96805.

HAWAII WOMEN LAWYERS

P.O. Box 2072
Honolulu, Hawaii 96805

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