



Smithsonian Institution

Smithsonian Institution Archives

Proceedings of the Board of Regents Meeting held on January 27, 1986

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Table 19

**BASES ALLEGED IN COMPLAINTS
OF DISCRIMINATION IN FY 1985**

[[table]]
[[underlined]]Bases Alleged |# of Allegations | % of Total Bases Alleged
in Complaints Filed[[/underlined]]

Race/Color | 7 (6 Black, 1 White) | 38.9
Age | 3 | 16.7
Handicap | 3 (mental) | 16.7
Sex (Male) | 3 | 16.7
National Origin | 1 | 5.5
Sexual Harassment (Male) | 1 | 5.5
Total | 18 | 100.0
[[/table]]

Table 20

**ISSUES ALLEGED IN COMPLAINTS
OF DISCRIMINATION IN FY 1985**

[[underlined]] Issues Alleged | # of Allegations | % of Total
Allegations[[/underlined]]

Promotion | 7 | 46.6
Harassment | 2 | 13.3
Training | 2 | 13.3
Assignments | 1 | 6.7
Demotion | 1 | 6.7
Reprisal | 1 | 6.7
Termination | 1 | 6.7
Total | 15 | 100.0
[[/table]]

More men filed complaints than women, more minorities than non minorities; all but one of the minorities were Black. Seven complaints were filed by Other (white collar), blue collar and clerical workers, and seven were filed by white collar employees.

Table 21

**COMPARISON OF MINORITY
AND NONMINORITY COMPLAINTS**

[[underlined]] Minorities | Nonminorities | Total[[/underlined]]
| # | % | # | % | * | %
Male | 7 | 50.0* | 4 | 28.6 | 11 | 78.6
Female | 2 | 14.3 | 1 | 7.1 | 3 | 21.4
Total | 9 | 64.3 | 5 | 35.7 | 14 | 100.0

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Table 19
BASES ALLEGED IN COMPLAINTS
OF DISCRIMINATION IN FY 1985

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Race/Color	7 (6 Black, 1 White)	38.9
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*One male filed as White but is perceived to be Black.

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[[/table]]

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