

BUCKNELL UNIVERSITY
LEWISBURG, PENNSYLVANIA

Handwritten initials

JOHN F. ZELLER
VICE PRESIDENT
BUSINESS AND FINANCE

July 27, 1965

MEMORANDUM

TO: Mr. Watts

SUBJECT: Discrimination

Attached is a draft of a statement on discrimination which I have prepared in response to your instructions.

The quotation from the regulations of the Pennsylvania Human Relations Committee has been brought to the attention of the fraternities in the past. The quotation from Commissioner Kepple's letter is, of course, new. The policy statement on discrimination approved by the Executive Committee of the Board of Trustees has never been used before. It was approved with the idea that we would hold it in reserve for such use as might seem appropriate in the future. Its preparation was occasioned by the refusal of a local bar to serve a negro student. The last sentence of the statement, a copy of which is enclosed, reflects the fact that it did not seem to be appropriate for Bucknell to officially make an issue of the fact that a student had been refused an alcoholic beverage. Had the discrimination occurred in some activity endorsed by the University, an official position would have been appropriate.

Handwritten signature of John F. Zeller

John F. Zeller
Vice President
Business and Finance

JFZ:ag

BUCKNELL UNIVERSITY

JUL 28

PRESIDENT'S OFFICE

Final file

Initial Draft
7/28/65

STATEMENT ON DISCRIMINATION IN FRATERNITIES AND SORORITIES

The recent statement by Commissioner Kepple of the United States Office of Education on the subject of discrimination in college fraternities and sororities and the regulation of the Pennsylvania Human Relations Commission on this same subject are here quoted for the information of Bucknell fraternities and sororities.

Commissioner Kepple's statement of June 17, 1965, indicated specifically "that an institution which maintains a fraternity system as a part of its activities and overall program is responsible under the Civil Rights Act requirements for assuring that discrimination is not practiced by the fraternities in the system". Institutions, such as Bucknell, which receive federal grants for research, for institutes, etc., are required by the Civil Rights Act and its regulations to annually certify as to compliance with the requirements of the Civil Rights Act.

Regulation 403 of the Pennsylvania Human Relations Commission provides that it shall be an unlawful discriminatory practice for any institution "to give official school sanction to any social, honorary or professional fraternity, sorority or other student organization, if such student organization excludes or discriminates against any individual on account of race, color, religious creed, ancestry or national origin.....".

These two quotations should make it obvious that the University cannot tolerate improper discrimination or improper discriminatory practices within the campus community. Even without such legislation, however, it should be ^{obvious} to all Bucknellians that improper discrimination is contrary to the liberal spirit of the institution which ^{has been} evidenced from its very beginning in the charter provision on religious liberty. This spirit is summarized in a policy statement approved by the Executive Committee of the Bucknell Board of Trustees in December, 1960, and ratified by the full Board at the annual meeting on June 3, 1961, which provides in part as follows:

"It is Bucknell's aim to teach its students to be properly and wisely discriminating -- to discriminate only on the basis of sound values, the development of which is one of the chief aims of the University. It is likewise Bucknell's aim to teach its students to recognize and reject improper discrimination based on unsound values, bias, prejudice, superstition, myth, illogical assumption, confused application of fact, or failure to recognize reality. Bucknell deplores improper discrimination based on race, sex, national origin, social status, religious belief, or

other mistaken or faulty basis of judgment. Any such improper discrimination within the University is to be strongly discouraged."

+ discrimination

These statements should make it obvious to all Bucknell fraternities that the University cannot countenance any discriminatory practices. Specifically, a social organization such as a fraternity or a sorority which engages in a discriminatory practice or refuses to accept into its membership a qualified student of the University because of race, national origin, or religion will be required to forfeit its standing and terminate its existence on the Bucknell campus. It is likewise the policy of Bucknell University that membership in any social fraternity or sorority recognized by Bucknell University shall be determined by a majority vote of the undergraduate members of the organization and that membership in such organization shall not be denied because of regulations or controls imposed from beyond the campus. In order that Bucknell University may safely certify its full compliance with federal and state requirements, Bucknell fraternities and sororities will be required to certify annually to the University that (1) no qualified student was denied membership because of race, color, religious creed, ancestry or national origin and (2) no qualified student was denied membership because of regulations or controls imposed from beyond the campus. Appropriate forms to be used in the submission of such statements will be issued annually on or about April 15 and are due in the Office of the Dean of Students Affairs on or before May 15 in order that the organization may be recognized by the University for the ensuing academic year.

on-going committee

Barbara Pacala (KCP?)

Jessette J. Chew

Treasurer Stofor, Taylor, C. Dent

Blumen

IFC + Pan Hall ex officio

Dr. [unclear] Smith
K. [unclear]
Smith

Dr. Ives [unclear] [unclear]

covering [unclear]

Ratified by the Board of Trustees
June 3, 1961

~~copy of Trustees~~
~~F2 - Discrimination~~

STATEMENT ON DISCRIMINATION

Bucknell University was founded by Baptist laymen in 1846 for the education of Christian leadership, both lay and clerical, to meet the needs of the Baptist conventions of Pennsylvania and New Jersey at that time. However, the purpose of the incorporators was not narrowly limited by a doctrinaire theology or by the needs of the Baptist churches. The charter itself expresses what must have been a very liberal attitude for that day-- an attitude which has become a cherished part of the Bucknell tradition. It provides:

"No religious sentiments are to be accounted a disability to hinder the election of an individual to any office among the teachers of the institution, or to debar persons from admittance as pupils, or in any manner to abridge their privileges or immunities as students, in any department of the university."

(Article VI, Section 1)

Interpreted in its setting this clearly establishes Bucknell's position with respect to discrimination because of a religious belief at variance with the tradition which the institution was founded to perpetuate. Bucknell's tradition is not merely one of permissive discussion. More than this it is the historic American position of freedom of the individual to search for religious truth and the liberal Christian concept which emphasizes that free discussion of divergent religious views, free conversation and debate of religious matters, and free religious decision by the adult mind are important in the development of the mature and educated intellect and are to be encouraged at the college level. It is that tradition which asserts

2 Statement on Discrimination

that ultimate truth results from free presentation and discussion of ideas, and it is that reverence for the truth, and for the processes by which it is discovered, which results from the liberal Christian conviction that all truth is God's truth.

Bucknell's charter provision does not mean that religious belief is of no consequence at Bucknell. On the contrary, both the original charter and history make it quite clear that the main purpose of the institution is to educate in the Christian tradition. It is a provision designed to guarantee that Bucknell, while remaining a Christian college, will not fall victim to that kind of narrow, doctrinaire or fundamentalist philosophy which sees truth only in one ecclesiastical group, in one theological position, or in a too literal interpretation of scripture.

This means, of course, that while diversity of opinion is to be encouraged--and the charter stipulation is designed to assure this--care must be taken to see to it that Bucknell remains always a Christian college dedicated to the free search for truth. Among other things this means that while those of other faiths are welcome, indeed their presence is essential to maintain the kind of dialogue on religious issues which is deemed desirable, a substantial portion of the faculty and of the student body must be of the Christian persuasion if the aims of the institution are to be met. It is therefore equally as important to see to it that Bucknell has professors and students of the Christian faith as it is to see to it that professors and students are not excluded because of their non-Christian beliefs. To some this may seem a difficult position to

3 Statement on Discrimination

implement--but it is a position which Bucknell has maintained with dignity and honor in the past, and which it is committed to maintain in the future.

When the charter was written in 1846 there was no recognized problem of discrimination in admission to educational institutions based on race--or on national origin--or indeed on intellectual ability. There was discrimination based on sex, however, and on this problem the incorporators failed to take as liberal a stand. It is to Bucknell's credit that such discrimination was abandoned at a time when women's rights were not generally recognized.

With respect to discrimination based on race or on national origin, Bucknell long ago evidenced its intention to follow the liberal stand which is incorporated in the charter with respect to religious belief. Maung Shawloo, Bucknell's first foreign student, was admitted in 1858. Since that time, Bucknell's doors have been open, and shall remain open, to students, to faculty, and to staff of every race and of every nationality.

The word "discrimination" is sometimes thought to refer only to evil practices. But not all discrimination is evil. For example, in the selection and retention of staff excellence will continue to be favored over incompetence. In the admission of students the well-qualified will continue to be favored over the ill-prepared. To the extent that Bucknell can house more men than women and to the extent that fewer students can be accommodated in some degree programs than in others, Bucknell will necessarily have to favor some applicants over others. To the extent that alumni children are equally as well prepared as other applicants, Bucknell

4 Statement on Discrimination

will favor their applications. These actions are thoroughly consistent with sound institutional policy.

It is appropriate therefore to distinguish between improper discrimination and those judgments which are wisely discriminating. It is Bucknell's aim to teach its students to be properly and wisely discriminating--to discriminate only on the basis of sound values, the development of which is one of the chief aims of the university. It is likewise Bucknell's aim to teach its students to recognize and reject improper discrimination based on unsound values, bias, prejudice, superstition, myth, illogical assumption, confused application of fact, or failure to recognize reality.

Bucknell deplores improper discrimination based on race, sex, national origin, social status, religious belief, or other mistaken or faulty basis of judgment. Any such improper discrimination within the university is to be strongly discouraged. Beyond the campus Bucknell will endeavor to protect and support its students, its staff, and its guests who may encounter discrimination in any matter which directly affects Bucknell's program. However strongly it may deplore such practices as a matter of principle, Bucknell University as a corporate entity must refrain from becoming involved in controversy over discriminatory practices in matters which are not its direct concern or in connection with the personal activities of university personnel which are not connected with their university responsibilities and which are not sponsored or endorsed by the university.