

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

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CAMBRIDGE, MASS.

September 23, 1976

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Director
Division of Civil Rights
Department of the Attorney General
One Ashburton Place, 19th Floor
Boston, Massachusetts 02108

SUBJECT: Complaint against City of Cambridge, sexual discrimination in working conditions, proposed Cambridge High School

I represent nine residents of the City of Cambridge who are concerned with possible violations of law in the City of Cambridge's high school project. This project is presently in the bidding stage with bids from general bidders due September 30, 1976. The project consists of renovation of certain existing structures, and the construction of certain new ones. Of the new structures, only one, the "arts center", will provide new toilet facilities. The nature of these facilities, according to city plans now in our possession, is such that clear discrimination will exist in favor of male employees in this aspect of working conditions. As a result of providing male employees with more plumbing items and with privacy accommodations not provided female employees, effective capacity of male faculty toilets is two to three times that of female. Total floor space designated for male facilities exceeds that assigned to female by approximately 20.16%.

Complainants are the following Cambridge residents: Susan L. Porter, 1667 Cambridge Street; Myra Musicant, 1663 Cambridge Street; Myron Miller, 1667 Cambridge Street; Helen Coffey, 25 Roberts Road; Eleanor T. Pacitto, 1 Nichols Place; Margaret Thomas, 1663 Cambridge Street; Joan M. Stone, 8 Adams Terrace; Karen Carmean, 1657 Cambridge Street; Jacinto C. Botinilly, 1673 Cambridge Street.

It is our understanding that female teachers in the present high schools outnumber male teachers by a ratio of about three to one. Secondary school education is, of course, a stereotypical female role. To make matters more extreme, the building, designated as an "arts center", will apparently be used for an aspect of secondary education which has been even more of a female stereotype.

The building in question is part of construction scheduled for, principally, Library Park in the City of Cambridge. This particular construction is to be bounded by Cambridge Street, the War Memorial Building, the Public Library Building, and Rindge Technical School. Part of this particular building is to be constructed in air rights over the Cambridge Street sidewalk.

There are to be three pair of men's and women's faculty toilets in the "Arts Center". They are planned for the first, second and third floors. Although floor patterns and vestibules vary, the portions with plumbing fixtures are rather constant. In the male toilets are provided (1) a commode, fully partitioned off from the rest of the room, (2) a urinal, adequately partitioned off from the rest of the room, (3) a sink, with a mirror of varying size over it. The women's toilets contain (1) a commode, without a partition around it, and (2) a sink, without a mirror over it. As a result, three men can use each of the male fixtures in adequate privacy, whereas the women's facilities will only permit use by one woman at a time, since each user will be required to lock the entrance to the room in order to obtain privacy comparable to that of any of her three male counterparts. In two of the three female toilets, a mirror is provided over a counter in a separate vestibule, without plumbing fixtures attached.

Following is a floor-by-floor breakdown of facilities provided:

First floor: only the above described standard items. The men's mirror is three feet wide.

Second floor: men; only the above described standard items. The men's mirror is three feet, six inches wide.

women: the above described standard items plus a separate vestibule containing a four foot wide mirror with a counter under it.

Third floor: men: the above standard items with a six foot wide mirror, plus a separate vestibule which appears to be empty.

women: the above standard items, plus a separate vestibule with a counter and mirror marked "full width", apparently eleven foot, four inches wide.

Following are our calculations of dimensions taken from the plans:

	Male		Female		difference (%)
	lxw(ft)	sq.ft.	lxw(ft)	sq.ft.	
First	8 x 7 $\frac{1}{4}$	58	7 x 6 $\frac{1}{2}$	45.5	Male 27.47% lgr
Second	9 x 7 $\frac{31}{32}$	71.719	9 $\frac{5}{32}$ x 7 $\frac{31}{32}$	72.964	Female 1.74% lgr
Third	19 x 7 $\frac{31}{32}$	151.406	19 x 6 $\frac{3}{32}$	115.781	Male 30.77% lgr
Total		281.125		234.045	Male 20.16% lgr

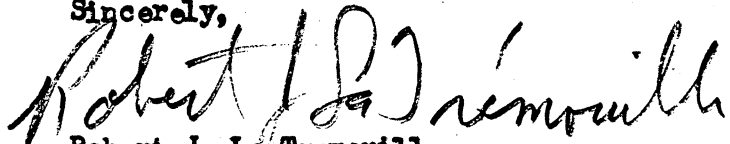
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It appears that the City has saved money at the expense of facilities to be provided its female employees. We demand that the attorney general's office take all possible and appropriate measures to ensure that the City cease and desist in this project until its sexual discrimination has been remedied. At minimum we consider a complaint to the Massachusetts Commission against Discrimination appropriate.

We would be pleased to meet with you and with representatives of the City to discuss their plans. We would be happy to provide for your inspection copies of the plans in our possession. We suggest that you require the City to (1) bring copies of the plans as well, to avoid any possible question as to the accuracy of our documents and (2) to bring detailed information regarding the sexual composition of the teaching and support staffs in the existing Rindge Technical School and Cambridge High and Latin Schools, which will be merged in this plan, since only the City has this detailed information readily available.

Sincerely,



Robert J. La Tremouille
Attorney at Law

Copies:

Cambridge City Manager
Cambridge Superintendent of Schools
Cambridge City Council
Cambridge School Committee
MCNA Liaison
Conservation Law Foundation
Press
Listed Residents

2. S-431
Comm. from Robert J. LaTremouille transmitting
letter dated 9/23/76 to the Director of Civil
Rights re: to complaints against the City of
Cambridge re: to sexual discrimination in
working conditions on the proposed Cambridge
High School.

In City Council,
Sept. 27, 1976

9/27/76

Placed on File