

employees, teachers and all employees of educational institutions, policewomen and military women.

To file a complaint with the E.E.O.C., write a letter or fill out one of their forms, have it notarized and send it to the Commission's Washington address. A complaint about a single discriminatory act must be filed within 90 days. If it is a continuing practice you may file at any time.

Unlike the Equal Pay Act procedures, charges filed with E.E.O.C. do not remain anonymous, but reprisals by the employer are much easier to prove than routine discrimination and they are, of course, illegal.

Remember, the E.E.O.C. may right

the wrong through conciliatory action, but it cannot get retroactive pay from an employer. To accomplish that, a suit must be filed by you or by the Justice Department.

Blatant forms of discrimination—such as sex-coded pay scales—are easy to recognize. However, many women are victims of more subtle kinds of job bias so long taken for granted that they require definition. Did you know, for example that:

- You cannot be denied a job because the employer has no toilet facilities for women.

- Sick leaves, vacations, insurance and pensions must be the same for both sexes.

- Employment agencies can't pull old tricks like sending women applicants to afternoon interviews while men are sent in first with morning appointments, or using different colored forms for male and female applicants.

- Newspaper classified sections can't segregate job listings under male and female headings.

- It's illegal to refuse to hire or to dismiss an unmarried mother as long as unwed fathers may hold jobs.

- The courts have found that Title VII supersedes the states' so-called "protective labor" laws which limit the hours, kinds and conditions of women's work. (The result of these laws has been to prevent women from competing for better-paying jobs. Obviously, tests of strength should be required for each individual and each job.)

- Only a few jobs can be legally proved to have a "bona fide occupational qualification" (B.F.O.Q.) on the basis of sex.

Typical of employers' bizarre attempts to protect the male status quo is the recent effort of the F.B.I. to prove that maleness is a B.F.O.Q. for an agent's job, although the Bureau's specifications concern only age, height and professional experience of the applicant. In a letter to a woman who applied for an agent's job (and who is bringing suit because she was turned down), J. Edgar Hoover explained it this way:

*Although your interest in securing a Special Agent position is appreciated, it is regretted we cannot consider you because it is our very carefully considered conclusion that we must use men in that position. Due to the diverse situations with which Special Agents are confronted, many of which are in the nature of combat activities, we must employ in that position men who are fully qualified and on whom we can rely to discharge effectively under any contingency the full range of duties for which they are responsible.*

The F.B.I.'s director of personnel reportedly elaborated on this rationale by explaining that "male agents often deter crime simply by what they look like."

The legal fight for equal employment of women in a man's world is not, at least on the surface, a revolutionary battle. It's a struggle for simple survival that transcends class, race and economic divisions—because the pattern of discrimination and exploitation is the same in a soap factory as in the upper echelons of the State Department.

Because there is no job safe from the perils and humiliations of sex discrimination, women have begun to

