

and Barbara Curcio's retaliatory tactics and discriminatory practices.

11. That this grievance is a part of the Affirmative Action Report.
12. That the Affirmative Action Officer and Dr. Willie Bryan, Vice-Provost for Educational Services, work from the onset in the process of this grievance to insure the goals of the Affirmative Action Plans of the University of Oklahoma and the Oklahoma State Regents for Higher Education Social Justice Policy are paramount at every stage.