1986-87
CD # 54

The ALA International Relations Committee (IRC) requests the ALA Council to revise the Policy on Abridgment of the Rights of Freedom of Expression of Foreign Nationals. Deleted text is bracketed and inserted text is underlined, as shown below. For background information, refer to ALA COUNCIL MINUTES, VOLUME 27, pp. 124-25, 294-95.

573
revised
1987

POLICY ON ABRIDGMENT OF THE RIGHTS OF FREEDOM OF EXPRESSION OF FOREIGN NATIONALS

Freedom of thought and freedom of expression are rights basic to all. This concept is now expressed in the Universal Declaration of Human Rights which was adopted and proclaimed by the General Assembly of the United Nations. Article 19 of this Declaration reads as follows: "Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive, and impart information and ideas through any media regardless of frontiers."

Aware that this priceless right is still being threatened, the Association affirms its stance that threats to the freedom of expression of any person become threats to the freedom of all and therefore adopts as its policy of goverance the principle of Article 19 of the Universal Declaration. The Association through the ALA International Relations Committee with the support of the ALA Executive Director's Office will address the grievances of foreign nationals where the infringement of their rights of free expression is clearly a matter in which all free people should show concern. Resolutions or other documents attesting to such grievances will be brought to the attention of the Executive Board and Council by [both of] the [Council's committees involved in the area: Intellectual Freedom Committee and] ALA International Relations Committee.

Upon adoption, the resolution will be sent to the U.S. Department of State, the United Nations, international library associations, the national library association or associations of the nation involved, the nation's embassy, and such other bodies as may be deemed appropriate by the resolution's drafters.

Adopted by the ALA Council
July 12, 1974

The revision of this policy is endorsed by the ALA Intellectual Freedom Committee, the International Relations Round Table, SRRT International Human Rights Task Force,

4. For large international conferences of The International Federation of Library Associations and Institutions (IFLA), the official delegation should include the president, the executive director, the chair of the International Relations Committee, the international relations officer, and others to be determined by the Executive Board upon the advice of IRC and the units of the Association. The ALA president or a designee should serve as head of the delegation. Careful attention should be given to ensure that prospective representatives to sections, subsections, and other units of IFLA be included in the official delegation for voting purposes.

5. The policy of creating a large group of qualified representatives should also be observed in other than IFLA representation and assignments abroad. The Executive Board and officers of the Association should abide by the policy as stated in item 9 of Section B and avoid routine selections made without board consultation with Association units and their boards.

6. Funding should be provided the official delegation. If the Association is unable to finance representation, outside funding should be sought. When representation by staff and members is desirable, it is recommended that available funding for the official delegation be divided.

7. The Association should provide a mechanism for briefing representatives at each midwinter meeting and annual conference.

8. The Association should publicize its participation in international activities.

9. It is the responsibility of the International Relations Office to maintain a complete and current file on personnel exchange and representation abroad. The members of IRC, personal and institutional members of the Association, should keep IRO informed as to their actual or potential participation on personnel exchanges and/or requests from foreign institutions and government for assistance in establishing exchanges.

10. Since the International Relations Committee is responsible for coordinating the international activities of the units of the Association, it should seek the advice of the units or related units for suggestions and cooperation on international exchanges and projects and representation abroad.

11. While the IRC and the units of the Association will be governed by the general criteria used in the selection of candidates to represent the Association abroad, IRC should encourage the units of the Association to develop specific criteria that would relate to their specialty; however, guidelines of the units must not be in conflict with ALA's general criteria.

AMERICAN LIBRARY ASSOCIATION

50 EAST HURON STREET · CHICAGO, ILLINOIS 60611 · (312) 944-6780

CRITERIA FOR THE SELECTION OF CONSULTANTS TO SERVE ABROAD

ADOPTED BY ALA COUNCIL
January 23, 1980

The American Library Association (ALA), serving the public interest, assigns a high priority to the development of libraries, librarianship, and information services throughout the world. ALA reaffirms its continuing desire to foster international library development in all countries, and in return hopes to continue to learn from its participation.

In response to requests for assistance from abroad, ALA must be able to recommend librarians and information specialists who are both highly qualified and sensitive to cultural and national differences. Such consultants must be able to respond to well-qualified foreign colleagues who are prepared to consider, within their own national and professional context and resources, any advice or suggestions made by consultants.

International library consultants need to be alert to the ambivalence with which recommendations and advice may be received at any time; therefore, when offering their considered opinions, they must be especially sensitive to the professional accomplishments and national pride of their foreign hosts.

ALA will apply the following guidelines and criteria in recommending, nominating, and selecting international consultants.

General Professional Objectives

1) Learn in depth the situation of the host country in its political, social, and professional aspects.

2) Make certain the problem is correctly understood and established.

3) Establish contacts with educated persons in the host country who feel themselves to have valuable perceptions and ideas which they want to see reflected in the consultant's proposals.

4) Knowledgeable or skilled in a foreign language; if possible in the language of the host country.

5) Knowledgeable in social, political, and cultural affairs.

6) Experience in working abroad.

7) Skilled in listening and in oral and written expression.

The Association's Responsibility

1) It is recognized that consultantships can sharpen and broaden professional qualifications and give consultants a valuable understanding of program quality, operational techniques, and managerial competence. Therefore it is the responsibility of ALA to encourage consultancies of highest professional standards.

2) The Association should make clear to foreign governments and institutions that when recommending consultants it follows its stated policy which does not condone violations to human rights or discrimination by race, color, sex, religion, or national origin.

3) The Association should announce in American Libraries and other appropriate publications or circulars, requests for library consultants which are received from organizations and institutions here or abroad; it should also publicize the international activities and work of professionals so engaged.

4) The Association through its International Relations Committee (IRC) and International Relations Officer (IRO) should provide coordination of consultants' activities and establish a working list of qualified consultants.

5) The Association requests copies of reports be filed with the IRO. ALA members who act as consultants under other agencies are requested to file copies of their reports with the IRO.

Circulating file

6) CD#57 Information on National Security in the Nuclear Age
PMC recommends replacing section 50.13 with the following statement in which language of CD#57 has been incorporated into the current section 50.13 on page 231 in the Policy Manual:

50.13 Nuclear Freeze, The Arms Race and National Security

The American Library Association supports the concept of a nuclear freeze on the development and deployment of nuclear weapons. It urges libraries to establish balanced up-to-date collections of library materials on national national security in the nuclear age, on nuclear arms, and the movements for disarmament and a nuclear moratorium. The Association further urges librarians to stimulate public interest in these issues and make information available about the various courses of action concerned individuals may take.
(See "Current Reference File")

7) CD#58 Abridgement of Human Rights in South Africa
PMC recommends that this document be cited at the end of policy 57.3 on page 239 as part of the information pertaining to the Current Reference File.

8) CD#30 Equity at Issue: Library Services to the Nation's Four Major Minority Groups
In light of the length of this report which was accepted by Council and in which the 22 resolutions were adopted and endorsed, PMC would have requested "an abstract statement or the exact language for the Policy Manual" from the issuing committee in accordance with policy 5.7. However, since that special body has been dissolved, PMC is referring the report to the Minority Concerns Committee. The PMC will review the the abstract and report back to Council at the 1987 Annual Conference.

9) Policy 52.4 School Libraries
This item appeared in PMC report #5 (CD#13 1984-85), #6 (CD#39 1984-85), and #6 (CD#12 1985-86) when PMC reported that it was following up this matter with AASL. A response is expected from AASL prior to the 1987 Annual Conference.

Exhibit 16

AMERICAN LIBRARY ASSOCIATION
50 EAST HURON STREET · CHICAGO, ILLINOIS 60611 · (312) 944-6780

ABRIDGEMENT OF HUMAN RIGHTS IN SOUTH AFRICA

WHEREAS, The Universal Declaration of Human Rights states as a basic premise that "disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people"; and

WHEREAS, The American Library Association has adopted as policy the principles of Article 19 of the Universal Declaration of Human Rights, declaring "threats to the freedom of expression of any person become threats to the freedom of all"; and

WHEREAS, South Africa's State of Emergency and total crackdown on news reporting make imperative our concern for all in that imprisoned country, especially the thousands held in incommunicado detention, while remembering that the record of banning of people and books, of unequal library funding and education, and of aggression and slaughter in South Africa is infamous and of long duration; and

WHEREAS, The record of human rights violations in South Africa has led ALA to adopt a resolution calling for divestment, which is to the credit of its membership, the time has come for American librarians to put further pressure on Pretoria and to support the efforts of South African librarians to resist these oppressive policies; NOW, THEREFORE, BE IT

RESOLVED, That the American Library Association call on all American librarians to support the struggle for freedom, justice, and equality within a multiracial democratic sociey in South Africa; and be it Further

RESOLVED, That ALA write the appropriate government agency in South Africa expressing opposition to the present system of unequal library service and education, and to the widespread censorship of the press and banning of authors and their works; and be it Further

RESOLVED, That ALA go on record as opposing any future reentry into the International Federation of Library Associations and Institutions (IFLA) of the South African Library Association in its new guise as the South African Institute for Librarianship and Information Science, until the Institute takes a strong stand in favor of open membership and equality of library service and education; and be it Further

RESOLVED, That ALA urge bibliographic utilities, such as OCLC, and other cooperative ventures, not to expand their services or make investments in South Africa under the present regime; and be it Further

RESOLVED, That ALA urge that the Dewey Decimal area tables and history schedule for South Africa planned for the 20th edition by Forest Press, that were prepared by SAILIS, be revised to reflect the history of all South Africans; and be it Further

RESOLVED, That ALA urge American libraries to develop collections on South Africa that reflect the full diversity of viewpoints and experience in that country, particularly to consider securing materials from such alternative and authoritive sources as the African National Congress, the Africa Fund and the American Committee on Africa, the International Defense and Aid Fund, the South African Institute for Race Relations, and Raven Press, and these publications be made accessible through library catalogs by the assignment of sufficient and appropriate subject headings; and be it Further

RESOLVED, That ALA invite library colleagues in South Africa to tell American librarians how we may help them achieve a free flow of information, open and responsive library service, and a more just and humane society.

ADOPTED BY THE
COUNCIL OF THE AMERICAN LIBRARY ASSOCIATION
July, 1986, in New York City
Transmitted by

Thomas J. Galvin, Secretary of Council

EXHIBIT 2

AMERICAN LIBRARY ASSOCIATION
50 EAST HURON STREET · CHICAGO, ILLINOIS 60611 · (312) 944-6780

JUN 15 1978
LIBRARY

RESOLUTION ON SOUTH AFRICA

WHEREAS, In ALA Policy on the Abridgement of the Rights of Freedom of Expression of Foreign Nationals the Association affirmed the right of freedom of expression to all persons, and

WHEREAS, Newpapers are organs of free expression and essential to the free flow of information, and

WHEREAS, On October 19, 1977, the Republic of South Africa shut down dissident newspapers and arrested or banned nineteen of their editors,

THEREFORE, BE IT RESOLVED, That the American Library Association condemns the abridgement of free expression and urges President Carter and the Congress to impose sanctions against South Africa, and

BE IT FURTHER RESOLVED, That the American Library Association delegation to the International Federation of Library Associations be instructed to introduce to that body a resolution censuring South Africa for this violation of human rights.

ADOPTED by the
Council of the American Library Association
January 26, 1978
Transmitted by

Robert Wedgeworth
Secretary of the Council

10

5 8.3

Old 103.1.12.
— this was not brought back by CSF in its revisions — restored 1984 annual —

This like Confidentiality was not brought back to Cnsl or recommended — that's why it was out of [illegible]

POLICY ON ABRIDGMENT

OF THE RIGHTS OF FREEDOM OF EXPRESSION

OF FOREIGN NATIONALS

Freedom of thought and freedom of expression are rights basic to all. This concept is now expressed in the Universal Declaration of Human Rights which was adopted and proclaimed by the General Assembly of the United Nations. Article 19 of this Declaration reads as follows: "Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive, and impart information and ideas through any media and regardless of frontiers."

Aware that this priceless right is still being threatened, the Association affirms its stance that threats to the freedom of expression of any person become threats to the freedom of all and therefore adopts as its policy of governance the principles of Article 19 of the Universal Declaration. The Association will address the grievances of foreign nationals where the infringement of their rights of free expression is clearly a matter in which all free people should show concern. Resolutions or other documents attesting to such grievances will be brought to the attention of the Executive Board and Council by both of the Council's committees involved in the area: Intellectual Freedom Committee and International Relations Committee and will be subject to the joint endorsement of both.

Upon adoption, the resolutions will be sent to the U.S. Department of State, the United Nations, international library associations, the national library association or associations of the nation involved, the nation's embassy, and such other bodies as may be deemed appropriate by the resolution's drafters.

Adopted by the ALA Council
July 12, 1974

REAFFIRMATION OF FREEDOM OF EXPRESSION OF FOREIGN NATIONALS

WHEREAS, the American Library Association is recognized as one of the national associations that has been unswerving in its commitment to human rights and intellectual freedom, and

WHEREAS, from time to time individuals and groups approach the Association to request its support on international issues relating to human rights, censorship, and the rights of ethnic minorities to access to information and ideas, and

WHEREAS, the time for investigation and address of those inquiries and requests for assistance is often limited, and the sources from which full information can be obtained are also limited, and

WHEREAS, during the past year, the Association has been asked to take a stand on the matter of constraints of individual rights and intellectual freedom in the occupied area of the West Bank of the Jordan, and its Intellectual Freedom and International Relations Committees have been unable to ascertain the details of such constraints, but are convinced that there must be some inequity that has provided the basis for statements of concern, and

WHEREAS, ten years ago, the American Library Association stated its concern for these issues as they relate to the entire world, **not just** to these United States and neighboring countries,

THEREFORE, BE IT RESOLVED, that the Association reaffirms to its members and its many publics, including those in the media, its Policy on Abridgment of the Rights of Freedom of Expression of Foreign Nationals. The Association encourages all who are determined to preserve and defend the rights of individuals and groups to employ this statement in their efforts to call attention to needs and the means of responding to those needs, and

BE IT FURTHER RESOLVED, that one of the best exports the American Library Association can provide is intellectual freedom and a dedication to it throughout the world.

Submitted by: ALA International Relations Committee

June 26, 1984

OFFICE FOR INTELLECTUAL FREEDOM

AMERICAN LIBRARY ASSOCIATION

50 EAST HURON STREET · CHICAGO, ILLINOIS 60611 · (312) 944-6780

August 2, 1984

Stephen Karetzky
Associate Professor
Division of Library Science
San Jose State University
Washington Square
San Jose, California 95192-0029

Dear Professor Karetzky:

At the request of J. Dennis Day, immediate-past chair of the ALA Intellectual Freedom Committee (IFC), and Thomas J. Galvin, immediate-past chair of the ALA International Relations Committee (IRC), I am responding to your letter of July 9, 1984. For ease of reference, I will answer your questions in the order in which you posed them.

1. The impetus for the Intellectual Freedom Committee's involvement in an inquiry about censorship on the West Bank was an early December, 1983, letter from a Chicago-area librarian, which the committee reviewed during its 1984 Midwinter sessions. When intellectual freedom concerns involving citizens of sovereign nations other than the United States are brought to the attention of the Intellectual Freedom Committee, the ALA POLICY ON ABRIDGMENT OF THE RIGHTS OF FREEDOM OF EXPRESSION OF FOREIGN NATIONALS (copy enclosed) mandates that the matter be handled in concert with the ALA International Relations Committee. When such a request is obviously frivolous and without merit, it is disposed of quickly. In this instance, however, the request was neither frivolous nor without merit and the Intellectual Freedom Committee proceeded, by consensus, in the prescribed manner of dealing with such a request. Mr. Day, in his capacity as chair, requested that Lois Mills and Richard Buck serve on the joint subcommittee established with the IRC to further look into the charges.

2. It is my understanding, both from discussions with Dr. Galvin and a review of the summary of the International Relations Committee's sessions at the 1984 Midwinter Meeting, that the IRC did not formally vote on this matter, but proceeded by consensus. The Committee determined that the request was neither frivolous nor without merit, and in accordance with the modus operandi prescribed in the above-named policy, Dr. Galvin appointed Russell Shank and Josephine Fang to serve on the joint IFC/IRC subcommittee. Since it is customary for an IRC member to chair such joint subcommittees, Dr. Shank was asked to serve in that capacity.

3. The subcommittee was requested to report back to its parent committees (the IFC and the IRC) at the 1984 ALA Annual Conference in Dallas. Depending on what the subcommittee discovered between January and June, a decision was to be made in Dallas as to further action, if any.

In reporting, the subcommittee pointed out that it was unable to ascertain and verify the details of the alleged constraints, but that there had been general corroboration of the charges from an independent source. Furthermore, the subcommittee pointed out that during the course of its work, the matter seemed to broaden from simply a list of banned books and a question of censorship, to larger concerns, namely, freedom of the press, academic freedom and the general adverse effects of a "military occupancy." These issues were beyond the scope of the subcommittee's charge.

On the basis of the subcommittee's report, as well as a discussion with its own members on the joint subcommittee, the Intellectual Freedom Committee determined that the matter had grown beyond its ability to handle--and suggested to the International Relations Committee that a brief report be made to Council and the matter concluded. The International Relations Committee agreed with the IFC's assessment in general, but believed that instead of a report, a resolution be developed to reaffirm the rights of foreign nationals to freedom of expression. The result of the IRC's deliberations was the REAFFIRMATION OF FREEDOM OF EXPRESSION OF FOREIGN NATIONALS (copy enclosed), which was submitted to and adopted by the ALA Council on Wednesday, June 27, 1984.

4. While there have been several instances of action since the POLICY ON ABRIDGMENT OF THE RIGHTS OF FREEDOM OF EXPRESSION OF FOREIGN NATIONALS was adopted in 1974, none have been precisely comparable; in all previous instances, assistance from ALA was requested in regard to the application of a sovereign nation's general policies to individuals.

5. There was no mention of the establishment of this joint IFC/IRC subcommittee in the NEWSLETTER ON INTELLECTUAL FREEDOM because of the complex subcommittee structure adopted by the Intellectual Freedom Committee several years ago. During the 1983-84 year, the IFC operated with 17 subcommittees; the joint IFC/IRC subcommittee was the 18th. Space, not to mention the purposes of the NEWSLETTER, precludes detailing the intricacies of the work of these many subcommittees.

I should point out, however, that while the appointment of the subcommittee was not reported, the issue itself was referenced on page 54 of the March, 1984, NEWSLETTER ON INTELLECTUAL FREEDOM.

I trust this answers the questions posed in your letter. In addition to providing this information, both Mr. Day and Dr. Galvin asked me to convey their appreciation and that of their committees for taking the time to express your view on the matter. The American Library Association believes that the IFC/IRC subcommittee has completed its inquiry about

censorship on the West Bank. The subcommittee has been dismissed and, at this time, no further action is contemplated by the Association or any of its constituent units.

Sincerely yours,

Judith F. Krug

Judith F. Krug
Director

JFK/jj
Enc.
cc: J. Dennis Day
Thomas J. Galvin
Eric Moon, Chair, IFC
Dr. Mohammed Aman, Chair, IRC
Beverly P. Lynch, President-elect, ALA
Robert Wedgeworth, Executive Director, ALA
Warren M. Tsuneishi, Chair, IRRT
James B. Nelson, IFRT
Elaine Wingate, ALA ✓
Susan Freiband, Chair, Jewish Librarians Caucus
Gerald Shields, President, NYLA
David Cohen, Chair, Ethnic Materials Information Exchange, ALA
Norman Horrocks, ALA Councilor
Dan Lacy, Chair, ALA Commission on Freedom and Equality of Access to Information
Renee Feinberg, Brooklyn College
Barbara Leff, Association of Jewish Libraries
Sanford Berman, Hennepin County Library
Israeli Library Association
Samuel Rothstein, University of British Columbia
Anti-Defamation League
Brooke Sheldon, Immediate-Past President, ALA
E.J. Josey, President, ALA
Cookie Lewis Soldinger

POLICY ON ABRIDGMENT

OF THE RIGHTS OF FREEDOM OF EXPRESSION

OF FOREIGN NATIONALS

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Adopted by the ALA Council
July 12, 1974

AMERICAN LIBRARY ASSOCIATION
50 EAST HURON STREET · CHICAGO, ILLINOIS 60611 · (312) 944-6780

REAFFIRMATION OF FREEDOM OF EXPRESSION OF FOREIGN NATIONALS

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WHEREAS, From time to time individuals and groups approach the Association to request its support on international issues relating to human rights, censorship, and the rights of ethnic minorities to access to information and ideas, and

WHEREAS, The time for investigation and address of those inquiries and requests for assistance is often limited, and the sources from which full information can be obtained are also limited, and

WHEREAS, During the past year, the Association has been asked to take a stand on the matter of constraints of individual rights and intellectual freedom in the occupied area of the West Bank of the Jordan, and its Intellectual Freedom and International Relations Committees have been unable to ascertain the details of such constraints, but are convinced that there must be some inequity that has provided the basis for statements of concern, and

WHEREAS, Ten years ago, the American Library Association stated its concern for these issues as they relate to the entire world, not just to these United States and neighboring countries; NOW THEREFORE BE IT

RESOLVED, That the Association reaffirms to its members and its many publics, including those in the media, its Policy on Abridgment of the Rights of Freedom of Expression of Foreign Nationals. The Association encourages all who are determined to preserve and defend the rights of individuals and groups to employ this statement in their efforts to call attention to needs and the means of responding to those needs; AND BE IT FURTHER

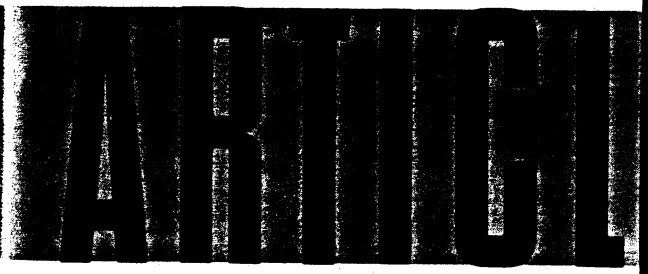
RESOLVED, That one of the best exports the American Library Association can provide is intellectual freedom and a dedication to it throughout the world.

ADOPTED BY THE ALA COUNCIL
June 27, 1984, at Dallas
Transmitted by:

Robert Wedgeworth
Secretary of Council

ARTICLE 19 OF THE
UNIVERSAL DECLARATION
OF HUMAN RIGHTS

"Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media regardless of frontiers."



19

INFORMATION, FREEDOM AND CENSORSHIP

ARTICLE 19

INFORMATION, FREEDOM AND CENSORSHIP

"A new report by Article 19 shows with calm, detailed clarity that in most parts of the world censorship is the way governments hold on to power and rule their people."

—A. M. Rosenthal, *The New York Times*

"Measures against free speech [outlined in the report] range from the economic (withholding government advertising or newsprint) through the political (government censors) to the downright fatal."

—*The Economist*

"While it is unlikely to find favor among the opinion-forming experts in Stoffel Botha's home affairs department, it may provide them with some insights into why freedom of expression is valued."

—Pat Sidley, *The Weekly Mail* (South Africa)

"Over the forty years since the adoption of the United Nations Universal Declaration of Human Rights there has been enormous and exciting progress in the technical means of expression and communication, both within and between countries. But the satellite images flashed around the earth hide another shameful reality. In varying degrees and many forms, rule through censorship is in fact the global norm."

—from the Introduction

ISBN 0-8129-1801-0

Group conflicts. Every group situation provides opportunities for conflict between the needs of the various members of the group. For example, a building contractor may want to work overtime to finish a job. But the laborers may want to quit on time and go home to their families. In many cases of conflict, satisfying the wants of one person will automatically frustrate the wants of another. If the laborers go on strike, human relations have broken down. To prevent this, the people involved must find some way to maintain human relations by mutual accommodation.

Most groups have certain formal and informal regulations that minimize misunderstandings and conflicts. Each member of the group is expected to learn and follow these rules. People often learn the norms of the group so thoroughly that they are hardly aware of them. On the basis of accepted rules, group members can predict the behavior of their fellows. Without accepted norms, people are uncertain about what is expected of them, and the group may easily dissolve.

Conflict between individuals and groups is not always troublesome. Sometimes it increases the unity on each opposing side, reduces tensions, and clarifies the objectives of the individual and the organization.

Leadership is important in keeping the group working together and directing it to act in a certain way. Leadership skill is particularly important when conflicts arise. Leaders must use all their human relations skills to accommodate conflicting interests within their group. A group usually responds to its leader because it respects the leader's wisdom or experience or agrees with his or her opinion.

Human relations in action

Background information. Human relations depends on the contributions of the social sciences. Economists study the relationships of people as they produce and distribute goods and services. Political scientists compile knowledge about the behavior of people attempting to maintain order. Cultural anthropologists compare ways of living in various societies. Social psychologists concentrate on the ways in which group life molds the individual's attitudes and personality. Sociologists study the structure of social life and the ways in which groups are formed and function.

Programs in human relations vary according to the situation. But each program in human relations must take into account the basic goals of the group and other factors such as the organizational units and the system of control. The *organizational units* include the formal structure and the informal structure within the organization, and any outside influences that might have an effect on orderly group processes. The *system of control* includes all the elements (attitudes, motivations, and organizational units) guiding the actions of people in a certain situation.

Many school systems have introduced programs of intercultural education, an outstanding example of human relations in action. These programs try to reduce friction between people of varying backgrounds who live and work in close contact. Human relations programs also play an important role in many industrial firms. Since the 1940's, many employers have revised their attitudes about employees. They no longer regard an employee as just another pair of "hands," but as a personality with individual wants that the employer must take into account.

Raymond W. Mack

Related articles in *World Book* include:

Alienation	Minority group
Assimilation	Segregation
Group dynamics	Social psychology
Industrial relations	Social role

Human rights. See Bill of rights; Civil rights; Slavery (Views of slavery).

Human Rights, Universal Declaration of, was adopted by the United Nations General Assembly on Dec. 10, 1948. It sets forth the basic civil, economic, political, and social rights and freedoms of every person. The Universal Declaration of Human Rights states that all people are born free and equal in dignity and rights. Its preamble states that the declaration is meant to serve "as a common standard of achievement for all peoples and all nations."

See also United Nations (Human rights); Civil rights (Civil rights today).

Universal Declaration of Human Rights

Preamble

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,
Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,
Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law,
Whereas it is essential to promote the development of friendly relations between nations,
Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,
Whereas Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms, Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge,
Now, therefore,
The General Assembly
proclaims this

Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

Article 1

All human beings are born free and equal in dignity and rights. They are endowed with reason and con-

science and should act towards one another in a spirit of brotherhood.

Article 2

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, nonself-governing or under any other limitation of sovereignty.

Article 3

Everyone has the right to life, liberty and security of person.

Article 4

No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

Article 5

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 6

Everyone has the right to recognition everywhere as a person before the law.

Article 7

All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

Article 8

Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 9

No one shall be subjected to arbitrary arrest, detention or exile.

Article 10

Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

Article 11

1. Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.

2. No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

Article 12

No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

Article 13

1. Everyone has the right to freedom of movement and residence within the borders of each state.

2. Everyone has the right to leave any country, including his own, and to return to his country.

Article 14

1. Everyone has the right to seek and to enjoy in other countries asylum from persecution.

2. This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

Article 15

1. Everyone has the right to a nationality.

2. No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

Article 16

1. Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.

2. Marriage shall be entered into only with the free and full consent of the intending spouses.

3. The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

Article 17

1. Everyone has the right to own property alone as well as in association with others.

2. No one shall be arbitrarily deprived of his property.

Article 18

Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

Article 19

Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

Article 20

1. Everyone has the right to freedom of peaceful assembly and association.

2. No one may be compelled to belong to an association.

Article 21

1. Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.

2. Everyone has the right of equal access to public service in his country.

3. The will of the people shall be the basis of the au-

thority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

Article 22

Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 23

1. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
2. Everyone, without any discrimination, has the right to equal pay for equal work.
3. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
4. Everyone has the right to form and to join trade unions for the protection of his interests.

Article 24

Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Article 25

1. Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.
2. Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

Article 26

1. Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
2. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.
3. Parents have a prior right to choose the kind of education that shall be given to their children.

Article 27

1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
2. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Article 28

Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

Article 29

1. Everyone has duties to the community in which alone the free and full development of his personality is possible.
2. In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.
3. These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.

Article 30

Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

Human sacrifice. See **Aztec** (Religion; picture: Human sacrifice); **Maya** (Religion).

Humane society is a group dedicated to protecting children and animals from human cruelty. Today, a person who sees an animal beaten or a child mistreated may notify the local humane society. The society takes legal action against the offender. The first humane societies were founded in the 1700's to teach people lifesaving methods and to prevent drownings. The first society to be established for the prevention of cruelty to animals was founded in England in 1824.

The first American Society for the Prevention of Cruelty to Animals was founded in New York in 1866. The New York Society for the Prevention of Cruelty to Children was organized in 1876. Philanthropist Henry Bergh took a leading part in organizing both of these societies. Similar societies were formed throughout the United States. In 1877, these local groups formed the American Humane Association. See also **Society for the Prevention of Cruelty to Animals.**

Critically reviewed by the American Humane Association

Humanism is a way of looking at our world which emphasizes the importance of human beings—their nature and their place in the universe. There have been many varieties of humanism, both religious and nonreligious. But all humanists agree that people are the center of their study. As the Latin writer Terence said more than 2,000 years ago: "I am a man, and nothing human is foreign to me." Humanism teaches that every person has dignity and worth and therefore should command the respect of every other person.

Although humanism had its roots in the life and thought of ancient Greece and Rome, it flourished as a historical movement in Europe from the 1300's to the