

Nov. 25, 1992



IMUA POLENISIA

THE VOICE OF THE POLYNESIAN CULTURAL CENTER
Wednesday, November 25, 1992

CHINA COMES FACE-TO-FACE WITH POLYNESIA



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Cover: Mainland China's Minister of Minority Affairs Wu Jinghua, Fijian Island demonstrator Joseva Lesuma and Liu Ji, chairman of China Venturetech Investment Corporation, display Fijian weaponry at the Polynesian Cultural Center

President's Message

by Lester W. B. Moore

Thanksgiving and the Polynesian Cultural Center

Thanksgiving and Christmas are the only two holidays each year the Center is closed. Because these holidays represent very important occasions to Center families, it is appropriate all our employees honor these holidays with respect.

As I contemplate the blessings of this past year to my family, I cannot help but feel deep gratitude for the Center and all it stands for. In enumerating our blessings, we also enumerate yours.

First there are those blessings linked with the divine nature of the Center. This living museum is grounded in prophetic vision, missionary service, abiding dedication and love of the Savior's ideals.

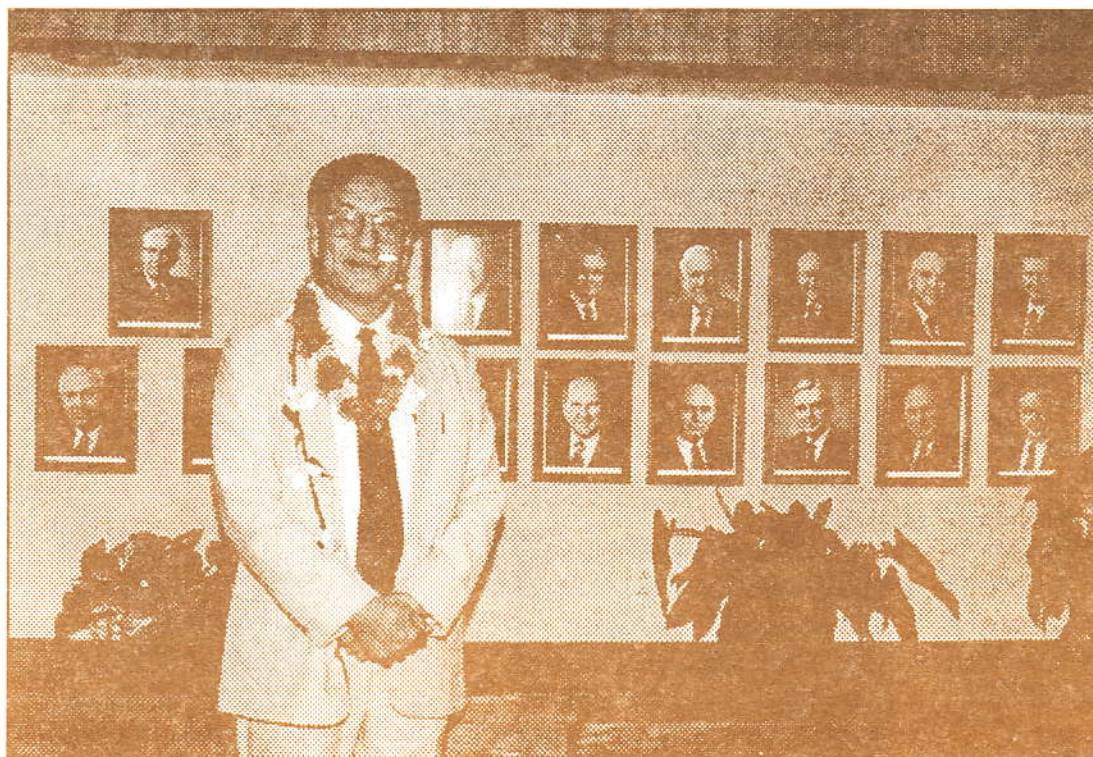
Then there are the blessings resulting from the cultural diversification of Center employees. Bonded by love and respect for one another, our employees spread goodwill, joy and peace to all people who gather in this special place from all over the world.

The economic blessings from the Center provide, family stability, friendship circles, quality lifestyles and community solidarity.

Educational blessings promote leadership, increase knowledge and secure peace.

As each of you enjoy this your Thanksgiving season, please rededicate yourselves to the mission of the Center. It is my prayer we will be wise stewards and continue to serve all the world with our message of aloha and peace.





Mainland China's Minority Affairs Minister Wu Jinghua poses in front of Church General Authority photo display in the PCC boardroom

Historic Cultural Alliance Formed with Top-Level Chinese Delegation

The Polynesian Cultural Center has been asked to provide special management training and consulting support to help develop Mainland China's largest new cultural theme attraction — 16 times larger than the 42-acre PCC.

As a result, the Center last week hosted a top-level delegation from the People's Republic of China led by Wu Jinghua, Minister of Minority Affairs for Mainland China; and Liu Ji, chairman of China Venturetech Investment Corporation.

Wu, Liu and three other colleagues spent three days at the Center on a fact-finding mission

as they prepared to begin construction on a monumental 690-acre cultural theme attraction close to Beijing — inspired by the Polynesian Cultural Center.

While Wu is the top government official in Mainland China overseeing all activities related to China's ethnic minorities, this project will be underwritten, constructed and managed by Liu's China Venturetech organization.

Under the direction of PCC Board chairman Elder Dallin H. Oaks, a PCC delegation — consisting of PCC President Les Moore and Senior Vice President David Hannemann — met with

the Polynesian Cultural Center and their new China Cultural Center — which will be located about 50 miles from Beijing, but only five miles from the Great Wall of China.

Tens of millions of Mainland Chinese residents and visitors are expected to tour this large cultural theme park when it is completed. No completion date or cost estimate was provided.

A detailed report of Mr. Wu's significant comments along with those of PCC president Les Moore and BYUH academic vice President Eric Shumway will be featured in the December issue of Imua Polenisia.

Mr. Wu and Mr. Liu in Beijing earlier this year, surveyed the proposed site and provided input in several areas. That visit resulted in this visit by Wu, Liu and their delegation.

A significant element of the China Cultural Center, its proposed name, is that it will feature authentically-recreated villages representing ALL China's 56 ethnic minority groups. The Chinese delegation expressed a strong desire in establishing a sister-cultural center relationship between

EDITORIAL *by Rubina Forester*

Why Here And Not There?

A travel writer in China once asked a Buddhist monk for enlightenment on why he had chosen to journey there and not elsewhere. The monk replied: "You came here because it is not there."

Center workers sometimes ask themselves the same question.

Why is it that Center employees choose to remain here? A very important reason is the quality of life and values we share and the feeling of "ohana" — a sense of belonging to a family of individuals who care. It is knowing they will be there when you need support and help you improve in work skills and life experiences.

Another practical reason is

proximity. Many employees enjoy going home for lunch, walking or bicycling to work, having university classes next to their place of employment, and having easy access to public amenities within a small circle of convenience of their work place.

A more compelling reason is the sense of mission which motivates most employees. The Center is not just a visitor attraction that only affects their lives during working hours, it encompasses their family history; their community progress; the university education of their children; the source of their extended family's well-being and self-esteem; and the extension of their religious commitment.

A deep, abiding reason is the mana or cultural connection of being Polynesian. The bond of cultural traditions, family upbringing, island education, immigrant experience, pride in the past, and a sense of superior survivability have all contributed to an intact feeling of shared love and cooperation.

As the years pass at the Center and workers continually evaluate their options and life directions, it is not surprising — in the light of temptations and offers to go elsewhere — that employees choose to remain here where their home and heart are. Indeed, most of us would rather be here than there ...



**Computer
CORNER**

Tips for Avoiding Computer Fatigue

by Lei Cummings

Here are a few tips to help get the most out of work sessions with the computer:

- Regularly change from the seated position, stand up or stretch whenever you start to feel tired. Research indicates frequent "micro breaks" are helpful in reducing fatigue and discomfort.
- Use a soft touch on the keyboard and keep hands and fingers relaxed. Some computer users may develop discomfort in hands, wrists or arms if doing intensive work without breaks. When chronic pain and discomfort develop in the hands, wrists or arms consult a physician.
- Keep two fingers (the index and middle fingers) resting lightly on the mouse button when the mouse is in use.
- Occasionally rest eyes. From time to time focus them on a distant object. While working, blink often.

Preparations For 30th Anniversary in Full Swing

Preparations for the Center's 30th Anniversary Reunion to be held next July 10-17 are in full swing.

The purpose of the 1993 celebrations include bringing home PCC's alumni to renew and strengthen their bonds of love; to recognize the contributions of the Center to the Pacific community; to recognize PCC alumni who exemplify leadership and service in island communities; and to address economic, social, cultural, political and educational issues affecting the Pacific.

There will be a variety of events for alumni to participate in. They will have the opportunity to

work in a PCC Island of their choice, to enjoy an old-fashioned hukilau and luau, to dance the night away at an Island Ball, to attend educational workshops, to be uplifted at special testimony meetings and firesides, and to display their talents at an alumni show. Special days will be set aside for a Laie Day Parade, official opening ceremony and welcome home dinners.

With a theme of "All of Polynesia...All in one place", Center alumni from all over the world are urged by the reunion committee to make plans now to "hele mai" to Laie and experience again the memories and special moments of the past.

By registering before

December 1, 1992, out-of-state alumni can win a free trip for two to the reunion including airfares, accommodations, meals and car.

Hawaii alumni and Center employees can win a vacation for two to the Mainland or the

South Pacific. PCC president, Les Moore, will draw the names of the lucky winners on January 15, 1993.

For help with registration materials, travel arrangements, housing, car rentals, food, t-shirts, and other important information, contact the PCC 30th Anniversary Reunion at BYUH Box 1774, Laie, Hawaii 96762.

Promo Team to Taiwan & Hong Kong Returns Home

Members of PCC's Promotional team returned last month from Taiwan and Hong Kong after a very successful tour. In addition to special show performances, they staged special promo shows that were viewed by over 15 million residents for three television stations.

The team included Dallin and Tia Muti, Ramona Crowell, So'o Tufaga, Cathy Teriipaia, Julius Skipps, William Tenney, David Tiave, Warnette Naiapo, Elisha Kahawai and Kalani Shelford.

Osamu Ozaki, Vice president of Eastbound Sales, and K.C. Choi, Senior Account Manager for Eastbound Sales, accompanied the group during their two-week tour.

According to Ozaki: "The performers are to be commended for representing the Center as remarkable goodwill ambassadors."

The • Training • Table

Listening to Customers

by Miller Soliai, Training Manager

Many companies invest a great deal in service improvements and have little to show for it. Why? They give customers what they think customers want, without checking their assumptions first.

For example, a new manager at the Chicago Marriott was going over year-end budget requests when he came across a \$20,000 line item to put color television sets in the bathrooms on the concierge level.

This seemed like a good idea, but he decided to check it out. He asked staff on that floor how many requests they received

from guests for the color sets.

"Actually none," came the reply, "but we thought it was a neat idea."

He agreed, but went on to ask housekeeping staff what guests on that floor most often requested that they didn't have.

Their reply: irons and ironing boards.

Guess what he authorized for purchase under that line item — and they cost much less than color television sets.

Suggestion: Be sure your efforts to provide top-knotch service match what customers really want.

CULTURALLY SPEAKING >>>



FISHING IN POLYNESIA

The residents of Polynesia fished daily as a major source of the protein in their diets. Fishing communities employed two or more of the following kinds of techniques to provide for themselves and to trade with inland tribes.

Hands alone were used to catch shellfish and other slow-moving prey. This method was utilized in some areas even for fast-moving fish with or without prior poisoning of the water using certain berries, leaves and other stupefying agents.

A variety of nets ranged in type for one-person dip or throw nets to ones operated from a canoe such as seines over half-a-mile long.

Most cultures used spears propelled either by hand or by bow. The fisherman would either catch his prey while swimming along the shore in shallow waters or from small canoes.

Certain fish such as eels or sharks required the use of nooses; while others could only be caught using traps. Traps differed in shape and size and they ranged from basket-like types to elaborate stone weirs extending across shallow bays.

Polynesians enjoyed angling for fish, with or without bait. They employed lines with hooks and lures from the shore or shallows or from moving or anchored boats.

Other fish-catching

methods include impounding them in ponds, for example, the extensive Hawaiian fish farming tradition.

As a whole, Polynesians utilized a wider variety of tools and techniques in fishing than in agriculture. Males performed the more strength-demanding jobs such as deep-sea fishing while women engaged in shellfish gathering near the shore.

Fishing involved many religious acts including taboos for conserving marine life and special blessings on equipment and boats. In many places it linked unfriendly communities in peaceful dependence like a village of gardeners with a village of fisherfolk.

CORRECTION

In our last issue we incorrectly identified this gentleman as Easter Logan Sr. He is, in fact, Easter's father, Jubilee M. Logan.



'Olelo No'eau

Polynesian Proverbs

FIJIAN

Ladiladi damuni.

To choose the damuni

To choose what is good. Yams are a favorite delicacy, usually stored away and eaten only on special occasions. Damuni is a choice type of yam.

Andres Edmunds

Born: Hangora, Easter Island

Position: *Cultural*

Demonstrator

Island of Marquesas



"My town of Hangaroa is the center of settlement and activity on the island of Rapanui. I had a happy, free life growing up among friendly, likable people and loving relatives. I also grew up with a strong sense of appreciation for my environment.

Most people think of the moai statues when they hear about Easter Island. Growing up with them has been a natural part of my life. I am respectful of them. At times when I have gazed upon those faces, I have wondered how my ancestors built them, the reasons they made so many and who designed the first one that everyone else copied.

I loved camping in the caves found around the island which were formerly used by my ancestors. One unusual cave we visited was high and square with a stone table in the middle.

I am very grateful to be here in Hawaii studying at BYU-Hawaii and working at the PCC. I have so much to learn. As a Marquesan Island worker, I am anxious to do a good job for the guests. I want to involve them in our demonstrations and activities and make them feel comfortable and welcome in our tohua.

When I return to Rapanui, I hope I will have the skills and information to continue to preserve my culture and to establish stronger links with the rest of Polynesia.

My focus is to work towards the steady growth of Rapanui, perpetuating the heart and mana of my people."

"Back on my island..."

Addie Chen

Born: Taipei, Taiwan

Position: *Usher/Foreign Guide*

Guest Services

"What I like best about Taiwanese culture is family solidarity and loyalty. It was my father who instilled in my brother, sister and I the importance of unity of commitment and love among us.

My mother was the anchor. My father always insisted we show her obedience and respect. The success and good feeling of our home was a result of my mother's dedication and service to us. She was always there for us. Some of the principles my father taught us are the very same which Polynesians cherish. One important value we share is respect for authority whether it be for older people or for our teachers.

Another important value I learned through my father's example was charity. My father actively contributed to an old folks' home in Taipei. When we would visit there together as a family, he would explain to us that because these elderly people had contributed to



the general welfare of our country throughout their lives, it was our duty to help them in their old age.

Family vacations were important to us because they brought us closer as a family. Before we sold our farm, we would go there

and enjoy the land and country life. We would travel to the mountains for picnics enjoying the surrounding scenery.

Taiwan is a wonderful place to visit. It is a leaf-shaped island located in the East China Sea.

I'm proud that as small as it is (240 miles long and 85 miles wide), Taiwan is America's fifth largest trading partner worldwide. It ranks as the second wealthiest nation in Asia and enjoys one of the highest living standards in the entire Eastern hemisphere."

Exclusive Offer to PCC Employees

Aloha Bowl Tickets *featuring:*

BYU Cougars vs.
Oklahoma
Sooners or Kansas
Jayhawks

Christmas Day,
December 25
10:30 a.m.
Aloha Stadium

Buy 1 ticket, Get 1 FREE!
Tickets \$15

Excellent seats –
All seats in the orange
(lowest) section of the
end zone

Call Maka Obina
at 293-3185
Today!
Limited Ticket Supply



The Polynesian Cultural Center is an official corporate sponsor of the Aloha Bowl

PCC IN THE NEWS

The Plain Dealer
Cleveland, Ohio
October, 1992

Polynesian Cultural Center Wins Spot On Must-see List

On a recent trip to Hawaii, we almost skipped the Polynesian Cultural Center because the ads made it look like Disneyland.

But in reality, the center is more like the Audubon Zoo, with constant activity.

And now we rank the Polynesian Cultural Center near the top of our "don't miss" list for visiting Hawaii.

The center is a wonderland and it's staffed by good-humored Mormon students. It is operated by the Church of Jesus Christ of Latter-

day Saints to conserve the cultural heritage of Polynesia and to provide jobs and scholarships for students at the adjoining Brigham Young University-Hawaii campus.

The center is a 1 1/2 hour drive up the coast from Honolulu. You need a day to see this park that presents native life in the major island nations of Polynesia.

Wandering among villages representing Hawaii, Samoa, Tahiti, Easter Island, Tonga, Fiji, New Zealand and the Marquesas, we explored thatched huts decorated in styles of each of the island countries.

Costumed young people taught the hula, palm-leaf weaving and other island skills, even offering samples of the taro root dish, poi.

A show in which "islanders" from each village sailed out in canoes

was a delight. We ate the simple buffet, driving back to Honolulu before the evening luau began.

Excerpt from a letter from Hawaii Governor John Waihee to PCC president, Les Moore

"As you may know, Hawaii has been acknowledged for its expertise in tourism development, marketing, and education. Now, thanks to the well-known success of the Polynesian Cultural Center, Hawaii has also achieved recognition in the area of cultural attractions development and management. I congratulate you on your "Sister Cultural Centers" agreement recently signed with the China Folk Culture Villages and commend you on your efforts to develop and strengthen our relationship with China.

I appreciate the Center's many contributions to Hawaii's visitor industry and community and look forward to the continued success of this fabulous attraction."

LAGOON CLEAN-UP CONDUCTED

A volunteer team consisting of the Center's entire Officers group, many managers and salaried employees



cleaned up the Center lagoon recently. Spending approximately two hours at their Saturday morning task, the team picked-up a wide variety of items from the lagoon floor, trimmed plants growing along the edges, gathered floating branches and leaves and cleared highly visible sections of untidy debris.

The team was led by Center president Les Moore. "Periodically it is beneficial to conduct such volunteer clean-ups. Not only does it give a boost to the Center's groundskeeping staff, but it also gives an opportunity for Center leaders and employees to serve in areas other than their own."

*L. to R. Lagoon Clean-up Volunteers
Larry Yuen, Sione Pasi, Les Steward, Pres. Les Moore*

November Devotional Features Returning Missionaries

The featured speakers at the November devotional were Elder Boyd and Sister Dorothy Newman who returned home to Seattle, Washington, after a two-year service mission to PCC.

Speaking first, Sister Newman enumerated the joys she experienced while working at the Mission Complex Chapel. She expressed her gratitude for the opportunity to serve the Center through not only the countless interactions with guests from throughout the world, but also through the many friendships with Center employees.

Elder Newman defined many aspects of happiness while serving in the Laie community. He described it as living in Temple View Apartments where student neighbors from eleven different countries opened new vistas for him and his wife — ethnic foods, cultural traditions, geographical knowledge and family values. He further described happiness as the opportunity in management meetings to observe the teaching and learning process

between President Les Moore and his team of officers and managers. He observed new skills in creating strategic plans, opening up verbally in discussions, taking to heart new management accountability and learning new budget-keeping skills.

On behalf of his wife, Elder Newman thanked the Center "family" for a memorable two years. Both had become better people because of the association and their spirit, heart and conscience had increased in understanding.

Two other speakers shared the devotional hour.

Shonna Harris, recently returned as a promotion team member in Germany, shared her gratitude to the Theater Department for the preparation she and fellow team members received which strengthened their performance and made them better representatives of Hawaii and the Center while performing in five major cities.

Kalani Shelford, a promotional team member who went to Taiwan and Hong Kong, also expressed her appreciation for the opportunity to represent the Center. Particularly uplifting to her were the daily prayer devotionals as a team which uplifted their morale and brought the members closer together.

SHOP POLYNESIA ANNOUNCES CHRISTMAS **SALE**

HOST would like to announce a Christmas sale for Center employees on Tuesday and Wednesday, December 8 and 9 in both Shop Polynesia and Hale Kuai.

Sale hours will be from 9:00 a.m. until 1:00 p.m. only with discounts varying from 25% - 50% on specially-marked merchandise.

Employees are asked to bring their PCC I.D.'s.

PCC LIGHTS UP FOR CHRISTMAS SEASON

The PCC conducted a Christmas tree lighting ceremony last Monday with festive serenaders, band music and Polynesian dancers.

Center president, Les Moore and his wife, Jeanie, turned on the lights amid exclamations of delight from guests, participants and employees.

Representing the Board of Directors, Moore emphasized the Center's role in promoting peace to all nations of the world.

"Santa" and his "elves" distributed apples, oranges and candy to Center guests and employee families.



1993 PCC Promotion Team Opens Try-outs

All PCC employees who have yearned for the opportunity to represent the Center on all local and international promo tours, here is your chance: open auditions and try-outs will be held January.

Once selected, promo team members will learn songs, dances and weaving skills from all PCC cultures represented at PCC.

The PCC will conduct its 1993 open audition tryouts for its special promotion team January 12 - 21.

The tryouts will be held onstage and backstage of the theater with varied dates and beginning times. Please refer to the accompanying schedule.

Students and non-students from all PCC departments are invited to try out. Current employees are asked to make their own arrangements from work in their departments to attend the tryouts which are mandatory for selection.

Requirements for those trying-out include looking Polynesian, having body weight commensurate with height, and long hair on the women.

Although some previous dance experience is preferred, it is not necessary. However, auditioners must be able to master six cultures within a given time frame. Auditions are based on stage presence, poise, eye contact, coordination, energy, enthusiasm, appearance, craft capability and interview.

The selection process for the PCC Promotion Team will be held each year from January through March. However, additional auditions will be held if vacancies occur. Existing Promo Team members must also go through the

auditioning process.

A final selection will be made at the end of the two-week audition period. All selected members must master all numbers in all six cultures by March 31.

Theater Manager, Raymond Mariteragi, said: "It is our intent to

provide all Promo Team members an equal opportunity to share the burden as well as reap the blessings of travelling," he said. Past promotional tours have included Japan, Europe, Korea, key Mainland cities, Canada, China and the Pacific.

PCC PROMOTIONAL TEAM AUDITIONS FOR THE YEAR 1993

DRUMMERS

Date	Culture	Time	Place
Jan 12-14	Tahiti - Fiji Samoa - Tonga	10:30-12 noon	Hale Aloha-Backstage
Jan 19-21	Tahiti - Fiji Samoa - Tonga	10:30-12 noon	Hale Aloha-Backstage

Drumming auditions will be conducted by Lloyd Chandler, John Cummings and Fasi Tovo

MUSICIANS

Date	Culture	Time	Place
Jan 12, 13, 14, 19, 20, 21	All Cultures	10:00-12 noon	Theater Backstage

Musician auditions will be conducted by Dallin Muti.

DANCERS ONLY

Date	Culture	Time	Place
Jan 12	Hawaii Hawaii audition	4:45-5:30 p.m. 5:45 p.m.	Theater Backstage Onstage
Jan 13	Samoa Samoa audition	4:45-5:30 p.m. 5:30 p.m.	Theater Backstage Onstage
Jan 14	Maori Maori audition	4:45-5:30 p.m. 5:30 p.m.	Theater Backstage Onstage
Jan 19	Tahiti Tahiti audition	4:45-5:30 p.m. 5:30 p.m.	Theater Backstage Onstage
Jan 20	Fiji Men Fiji Women Fiji audition	4:45-5:30 p.m. 5:30-6:00 p.m. 6:00 p.m.	Theater Backstage Theater Backstage Backstage
Jan 21	Tonga Men Tonga Women Tonga audition	4:45-5:30 p.m. 5:30-6:00 p.m. 6:00 p.m.	Theater Backstage Theater Backstage Backstage

Instructors will teach a combination routine that is short but meaningful. Also, we are looking for dancers who can catch on quickly, those who are coordinated, and also those dancers with personality and enthusiasm. Auditions for each culture will be conducted by the respective cultural specialist.

DMBA HOTLINE

by Grace Lee

1993 BENEFIT BREAKDOWN

Several benefit modifications have been finalized for 1993. A summary of changes is provided as follows:

1. Premium rates for the three 1993 medical plans:

Employee Contributions

	<u>Plan A</u>	<u>Plan B</u>	<u>Kaiser</u>
Single	\$56.58	\$48.82	\$59.12
2 party	\$108.56	\$97.44	\$115.24
3 or more	\$175.32	\$159.34	\$166.94

Employer Contribution

	<u>Plan A</u>	<u>Plan B</u>	<u>Kaiser</u>
Single	\$153.00	\$132.02	\$153.00
2 party	\$293.62	\$263.52	\$293.62
3 or more	\$474.12	\$430.88	\$457.50

Kaiser has increased its office visit co-payment from \$4.00 to \$5.00. Prescription drugs will remain at 100% benefit after a \$2.00 co-payment per prescription. Emergency room benefit will remain at 100% after a \$5.00 co-payment at a Kaiser facility. However, if you receive emergency from a non-Kaiser provider, you will be responsible for 50% of the first \$200 per claim, plus any other applicable plan co-payments. (The co-payment was 50% of the first \$100 per claim in 1992.) Emergency care must meet Kaiser's definition of emergency, i.e. life threatening or it will not be covered.

2. DMBA Plan B Change Highlights

- Plan B Hospital Emergency Room visits will

no longer need to be coordinated with the patient's Primary Care Physician (PCP). However, if the patient is admitted for inpatient care following ER treatment, the PCP must be notified within 48 hours.

- Written referrals from PCP's for Plan B will be required for treatment received by another medical provider. Referrals need to be attached to such provider's claims before payment can be made. However, a written referral will not be required for ancillary services (lab, radiology, pathology, etc.) A \$500 penalty will be imposed on claims submitted to DMBA for payment without referrals.

3. Dental:

Certain dental treatments caused by an underlying medical condition will be paid as follows:

****The first \$800 of charges will be paid at 50%.**

****The balance will be paid at 95%, up to a maximum benefit of \$10,000.00 per occurrence.**

Treatment which may qualify includes coverage for tumors of the jaw, implants required to anchor prosthetics (to restore function) and treatment of unusual gum growth caused by transplant medication.

4. Adoption Benefit:

The adoption benefit will be expanded to include adoption of brothers, sisters, nephews, nieces and grandchildren.

5. Ministerial Leave of Absence:

An employer-approved ministerial leave of absence will not be limited to a specified duration (previously 38 months). The employee will be allowed two months from the date of release to reinstate coverage.



SPIDER LILY FACTOIDS

Crinum asiaticum

The fragrant flowers which resemble large, white spiders bloom constantly. They have six thin spidery petals and six stamens. Usually the flowers are white although sometimes they are edged with dark red. Sometimes the stamens and stem are red. The broad, elongated leaves are two to six feet long and grow in large clumps. Polynesians use the pliable, silvery-white inner bark in lei-making.

Fijians Hold Annual Devotional



Fijian Islands manager, Emosi Damuni, leads guests in a tuiboto.

PCC's Islands of Fiji held a special devotional this month in honor of their annual cultural week.

Emosi Damuni, Fiji Islands Manager, conducted the meeting. In his remarks, Damuni encouraged everyone to support the Center president's mandate of increased integrity by producing an honest day's work and by taking greater responsibility in being more service-oriented employees. He gave special thanks to former employees for the important contributions and groundwork they laid in the growth and development of PCC's Islands of Fiji. Damuni called upon three Fijian employees to share their thoughts — Lucy Tawaqa, Setaraki

Kaumaitotoya and Ilaisane Kauvaka.

Tawaqa shared a message of working as a team through increased respect and love for one another.

Kaumaitotoya expressed gratitude to leaders and fellow workers and encouraged them to increase unity and performance. Kauvaka, a

Tongan long-employed among Fijians, expressed her appreciation of the Fijian cultural traditions and its loving, generous people.

David Hannemann, Senior Vice President of Guest Services, briefly reviewed the contributions of Fijians to the success of the Polynesian Cultural Center.

Center President Les Moore reiterated the Center's renewed commitment to promote job excellence and strengthen its prophetic mission to bring together in one place the nationalities of the world in harmony and peace. He said the Center played an important role in promoting the development of responsible, courageous leaders who would go forth to serve their nations.

Moore addressed the Fiji Island students by giving each a \$2 bill. He urged them never to spend it. By doing so, they would never feel "broke". He suggested it should always represent to them the qualities of responsibility and self-reliance. He pulled from his own wallet a \$2 bill his grandmother had given him as a young man with the same words of counsel.



PCC's Fiji Islands Hires New Assistant Manager

Ratu Inoke Seru Suguturaga, hired as PCC's Fiji Islands new Assistant Manager, was raised in the city of Suva but is culturally aligned to the village of Mokani, Bau District.

He comes to the Center having recently spent six years in San Francisco working at the Great Western Bank.

Suguturaga envisions his role in PCC's Fiji Islands as helping to promote greater efficiency; stimulating more productivity in presentations; providing in-depth cultural training in Fijian arts and crafts; and reinforcing the practical application of Fijian customs and traditions.

Food Service Employees Achieve Sanitation Certificate

Twenty one Food Service employees including manager Winona Enesa, her supervisors and leads, were awarded special sanitation certificates from the Hawaii Department of Health. The awards recognized their participation and successful completion of the department's stringent certification program in sanitation.

The program consisted of lectures from Department of Health personnel. The participants studied vital information such as micro-organisms that cause food poisoning, vermins which infest food, food-poisoning diseases, temperature gauging and other pertinent information and situations pertaining to keeping a safe, sanitary environment.

Both PCC president, Les Moore, and Senior Vice President of Guest Services, David Hannemann, were on hand at the Gateway Restaurant to honor all awardees.

"It is a proud accomplishment for all of us," said Enesa, Food Services Manager. "We could not have all succeeded without the cooperative tutoring and team spirit of everyone."

Annual PCC Christmas Concert Dec. 4

PCC's annual Christmas Concert will be held Friday, December 4, in the Pacific Pavillion beginning at 10:30 p.m.

The concert will feature the Love Notes with Bruno, the world's youngest Elvis impersonator.

Tickets will be free to employees plus one guest and will be made available through the Human Resource Offices.

The twenty member Love Notes, one of Waikiki's top performing groups, is currently headlining at the Waikiki Sheraton Hotel.

Local Laie Halau Wins Competition

The boys of Laie's Halau Napuananionapilionako'olau, taught by kumu hula Sunday Mariteragi and Center employees Keith Awai (Hawaii Islands) and Richard Peters (Theater), won both of their competitions in Kona, Big Island, this past weekend.

The boys, who dance for the Keiki Show at the Ali'i Luau, won first prize for both the kahiko (ancient) and the auana (modern). They were awarded a trophy and a carved plaque

GIVE ME FIVE

Facts about Gourds (Lagenaria)

1. Because of the lack of raw materials to make pottery, gourds were grown in a variety of shapes, sizes and textures for many useful containers.
2. Gourds distinguished as "bitter" rather than "sweet" were preferred by Hawaiians because their shells were harder and more impervious to worms.
3. In the Pacific, gourds grow only on volcanic and not on coral islands.
4. Gourds belong to the same family of plants which includes squashes, pumpkins, melons and cucumbers.
5. Gourds were planted at the beginning of the rainy season and matured to full size during the hot dry summer within about six months.



EMPLOYER/EMPLOYEE RELATIONS:

Defining Sexual Harassment

Sexual harassment in the workplace is destructive to employer/employee relations. The Center policy states: "All employees have the right to work in an environment free from harassment of any kind (for example, sexual harassment or harassment because of sex, age, race, national origin, marital status, or membership in any legally-protected groups such as individuals with disabilities)."

Harassment includes words, gestures and actions which annoy, alarm or abuse another person, or have the effect of creating an intimidating, hostile or offensive working environment. This includes slurs, inappropriate jokes or degrading comments.

Sexual harassment consists of sexual advances, requests for sexual favors and other verbal or physical conduct when:

- a. Submission to the harassment is a term or condition of employment (either implicit or explicit).
- b. Submission to or rejection of the harassment is a basis for employment decisions affecting an individual.
- c. The harassment has the purpose or effect of unreasonably interfering with an individual's

work performance or creating an intimidating, hostile or offensive working environment.

The law (Title VII of the Civil Rights Act of 1964) does not distinguish between sexual advances made in or outside the workplace or between advances made at a social or business occasions if they satisfy the definition of sexual harassment.

Employees are cautioned that all forms of abuse run counter to the Personal Codes of Conduct. The Center will not tolerate employee abuse in any setting.

It is important to understand that sexual harassment is not limited to physical contact, but may be verbal or non-verbal.

An employee who feels he/she is an object of harassment must immediately report it to his/her immediate supervisor.

If the harasser is the employee's immediate supervisor or a member of senior management, the incident must be reported to the Manager of Human Resources or Senior Vice President of Human Resources, whichever is immediately available. An employee who reports valid harassment will be free from all reprisals or retaliation for reporting the incident.

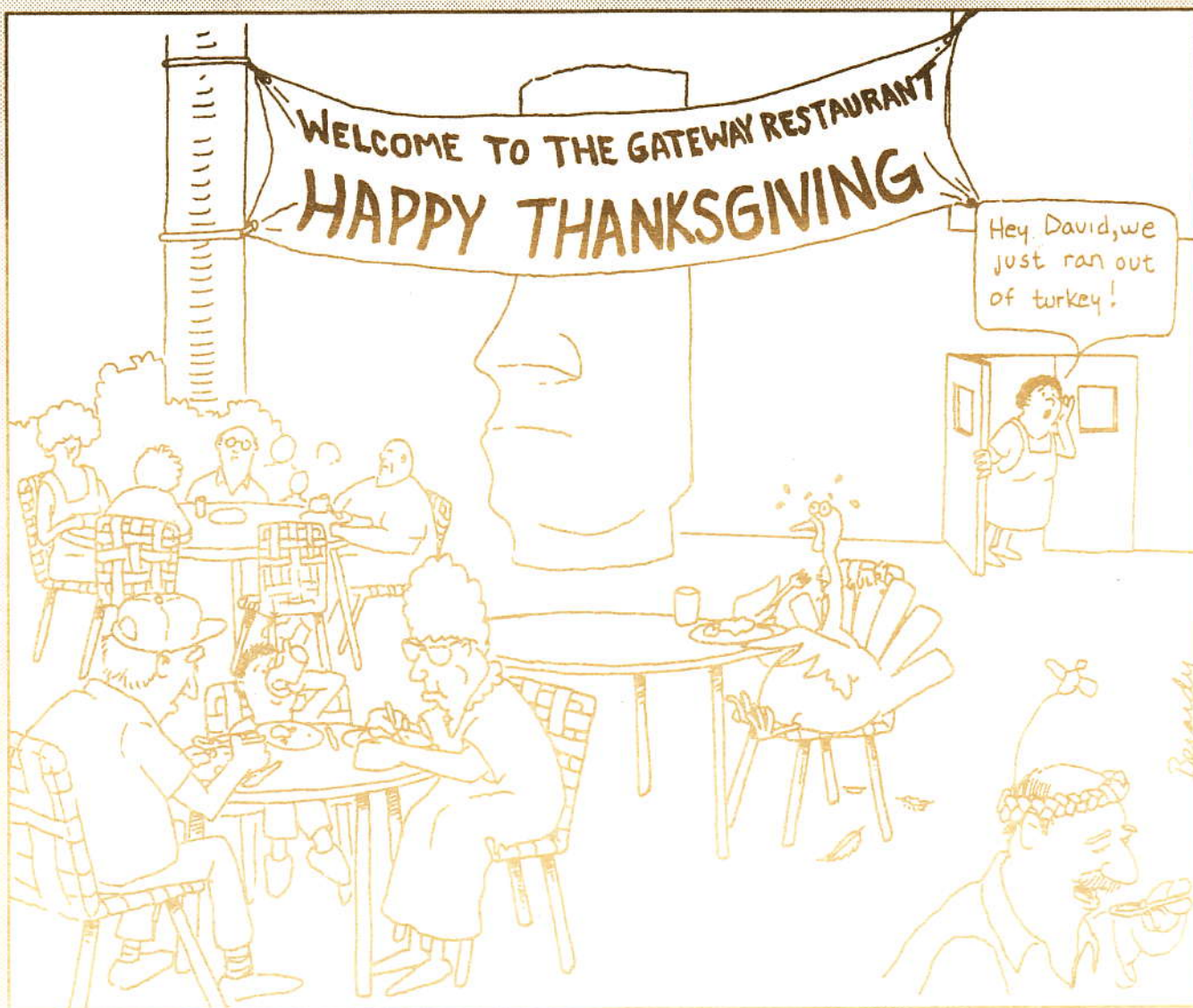
When the harasser is not an employee, the supervisor will take appropriate action. This might include notifying Security and arranging for the harasser to leave Center premises.

When the harasser is an employee, the supervisor will immediately inform the Manager of Human Resources or Senior Vice President of Human Resources, whichever is immediately available. As soon as possible, the employee must provide a written statement with a detailed explanation of the incident with date, place and time of occurrence.

According to John Muaina, Senior Vice President of Human Resources, "We will conduct a thorough investigation of each reported incidence to determine if harassment or breach of Center policy has occurred and will make recommendations to the appropriate persons for decision making. The information gathered will be shared only with those who have a 'need to know'.

"Furthermore, we will continue efforts to keep abreast of all employment laws. As an added precaution, we have made it mandatory for each PCC employees to sign our Sexual Harassment policy to verify they understand it fully," Muaina said.

The lighter side of PCC...



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