Guatemala Human Rights UPDATE

Guatemala Human Rights Commission/USA

Vol 20 No 7/ April 1 - 15, 2008

RIGHT TO LIFE AND HUMANE TREATMENT

Bishop Ramazzini Threatened

04.01.08 Monseñor Álvaro Leonel Ramazzini Imeri, bishop of the Diocese of San Marcos, received a death threat on March 31, in the city of San Marcos, Guatemala. Two unknown individuals stopped the car of a nun from the bishop's diocese and advised her that the bishop should stop his work or else face the consequences. One of the assailants told the nun, "Tell that good-for-nothing Bishop Ramazzini that his days are numbered and that he should stop getting involved in things that are none of his business."

This was not the first threat against Bishop Ramazzini. Furthermore, similar threats have recently occurred against other members of the diocese, which have been denounced in the media on several occasions.

Bishop Ramazzini has worked tirelessly on behalf of Guatemala's poor and has challenged the powerful interests of international mining companies whose projects in San Marocs have evicted communities from their land, wreaked havoc on the environment, and ignored the wishes of the communities that are affected by mining. The Diocese asked international groups to monitor this situation and urged authorities to guarantee his safety.

Motion Filed to Protect Prisoners on Death Row

04.02.08 The Inter-American Human Rights Commission (IAHRC) filed a motion to protect the lives of twenty-one prisoners on death row in Guatemala. The IAHRC asked the Guatemalan Supreme Court to reduce the prisoners' sentences to life in prison or create other protective measures

that comply with the American Human Rights Convention. The IAHRC is hoping that the Guatemalan government will abstain from applying corporal punishment. In March, President Colom vetoed a law that would have re-established clemency protocols and reinstated the death penalty. Despite the veto, the Guatemalan Congress still is able to redraft the law and attempt to usher in the death penalty once again.

Bus Company Protests Lack of Security

04.03.08 Bus drivers from the La Unión Company have suspended service along their routes due to the lack of security. They called on other bus companies to join in their protest. Drivers said that they have lost personal income since they have been on strike, but that they will continue until government officials hear their concerns.

Former High Level Investigator Murdered

04.12.08 Victor Rivera, 62, a former advisor to the Ministry of the Interior, was killed in Guatemala City's zone 15, just blocks away from his home. The victim was driving with his assistant when his car was ambushed by two vehicles, whose occupants fired shots into both sides of Rivera's car. The assistant, María del Rosario Melgar, 45, was injured in the attack but is now in stable condition. Rivera had recently been dismissed from his position by President Álvaro Colom, who had commented that Rivera had become "too powerful."

Rivera was a controversial figure, known to have been a CIA asset and to have trained death squads in El Salvador during the Salvadoran civil war. He was also known for his skills negotiating with kidnappers. Rivera had also been investigating the February 2007 assassinations of the three Salvadoran parliamentarians (PARLACEN) and their driver. Venezuelan by birth, Rivera obtained Guatemalan

citizenship in 2006. He was originally brought to Guatemala thirteen years ago by former president Álvaro Arzú to combat the rash of kidnappings at the time. Rivera continued working as a low profile investigator for the Ministry of the Interior during the Portillo and Berger administrations.

The murder has caused a wave of reactions, including criticism of the government for not assigning bodyguards to protect him, knowing that he was aware of sensitive information about criminal groups. High-level officials from the Ministry of the Interior have refused to comment publicly on the situation.

An editorial in the Guatemalan daily newspaper La Hora said that Rivera had dedicated the last several years to combating different forms of organized crime, especially kidnapping rings, and the fact that he was murdered just one week after being dismissed from his government post is likely a strong message from criminal groups. Human rights activist Helen Mack said that the prime suspect in assassination is the Rivera's Guatemalan government. Carmen Rosa de León Escribano, also an activist and an expert in democratic security, said that her group, the Security Consultation Council (CAS), will investigate the murder. She speculated that Rivera must have encroached upon powerful interests in his investigations.

The President of El Salvador, Elías Antonio Saca, also expressed his dismay about Rivera's death. Rivera was known in El Salvador as "Zacarías," where he was a police investigator in the late 1980s and early 1990s.

Union Workers Receive Death Threats

04.08.08 The Banana Workers Union of Izabal (SITRABI) reported that their leaders have recently received new death threats. Noe Ramírez, SITRABI's general secretary, said that he has received threats, as well as Cristóbal Oliva Quintana and Danilo Méndez, who are both leaders on the Yuma plantation. The Yuma plantation is the location where Marco Tulio Ramírez Portela, the former SITRABI general secretary and brother of Noe Ramírez, was killed in September 2007.

Reporter Receives Threats

04.12.08 José Pelicó, a reporter from the Center for Informative Reports on Guatemala (CERIGUA),

received intimidating phone calls from an unknown caller two days in a row. Pelicó specializes in reporting on corruption, organized crime, and drug trafficking. CERIGUA believes that this could be the reason for the intimidations.

Ileana Alamilla, the director of CERIGUA and the coordinator of the Observatory for Journalists, condemned the act, saying that the perpetrator's only objective was to impede the right to inform and be informed. Alamilla urged authorities to investigate the incident to determine the motives behind the calls and punish those responsible.

BASIC FREEDOMS

Colom Promises to Respect Freedom of the Press 04.02.08 President Álvaro Colom became the fiftythird leader in the Western Hemisphere to sign the Chapultepec Declaration on the freedom of expression at the closing of the "Legislative Conference: Freedom of Press in Guatemala," organized by the Inter-American Press Society (SIP). SIP considers the document to be the "Magna Carta" for freedom of expression because it summarizes the ten fundamental principles necessary for freedom of the press and democracy to The President of the Congress, Eduardo exist. Meyer, committed to bringing the issue of public access to information and the classification and declassification of state information legislature.

WOMEN'S RIGHTS

42,000 Domestic Violence Cases Reported in 2007

04.05.08 Representatives from the justice sector reported that 42,000 cases of domestic violence were registered in 2007, 85% of which were attacks against women and the remaining 15% against children. Carolina Vásquez Araya, in her column called the "Fifth Patio" published in the Guatemalan newspaper *Prensa Libre*, wrote that these numbers, while shocking, are a small percentage of the attacks that actually occur. According to experts, more than 90% of domestic violence goes unreported. Domestic violence is often under-reported because victims are afraid of their family members and may be unable to leave the home. Many victims are afraid from the psychological effects of continuous

abuse, economic pressures, and potential threats that the children will face if the abuse is reported.

Femicide Law Approved in Congress

04.10.08 After years of domestic and international pressure from human rights groups, and after a month-long debate, the Guatemalan Congress finally passed a Femicide Law. The Law specifies crimes and sentences for violence committed against women. Supported by international and domestic human rights groups and women's organizations, the Law establishes prison sentences of five to fifty years for gender-based violence, depending on the gravity of the crime. The Law also creates twenty-four hour courts that will specialize in providing attention to female victims. Centers will also be opened where women and their children can receive shelter, supportive services, and legal aid. This service will be coordinated by the National Coordinating Committee for the Prevention of Domestic Violence against Women (CONAPREVI).

Giovana Lemus, from the Network for No Violence Against Women, commenting on the need for the Femicide Law cited that 3,489 women and girls had been murdered in Guatemala in the last eight years. The departments where the highest numbers of murders occur are Guatemala, Escuintla, San Marcos, Petén and Jutiapa. Lemus added that in 18% of the cases the women knew their aggressors.

Quiché has Highest Level of Illiterate Women

04.14.08 Fernando Argueta, from the National Literacy Committee (CONALFA), reported that Quiché has the highest illiteracy rate in Guatemala. He added that illiteracy in Quiché is elevated in the indigenous population, especially in poor, rural areas, and especially among women.

According to Argueta, 45% of the population over the age of fifteen in Quiché (175,321) does not know how to read or write. The gender difference is alarming given that of those that are illiterate, nearly two thirds (108,818) are women. Women have fewer opportunities to study because education does not fit into the role that women have been given by a *machista* society. Many girls are not sent to school for cultural reasons. Furthermore, parents do not support a formal education for their daughters because they believe that education exposes them to

other ideas. Girls are also wanted at home to help out with child-care and agricultural work.

The governor of Quiché, José Berreondo Zavala, said that Quiché is a part of the government program to raise literary directed by First Lady Sandra Torres de Colom. He confirmed that he would work with CONALFA to reduce the illiteracy rate.

CHILDREN'S RIGHTS

First Adoptions Approved Under New Law

04.03.08 Elizabeth Hernández, the president of the National Adoption Council (CNA), reported that the first sixteen children adopted under the governance of the CNA were adopted by Guatemalan families. According to Hernández, there are no foreign families wishing to adopt in Guatemala at this time. The US recently ratified the Hague Convention on Adoptions, obliging the CNA to coordinate with US authorities when Guatemalan children are sought for adoption by US families. The US Central Authority in Washington, DC is planning to accredit five agencies to carry out international adoptions with Guatemala.

Children Affected by Malnutrition and Violence

04.10.08 The United Nations' Children's Educational Fund (UNICEF) recently presented "Guatemalan Children in Numbers," a statistical report on the social indicators of Guatemalan children. Two of the most serious problems identified include malnutrition and violence against children.

According to UNICEF, Guatemala has the highest child malnutrition rate in Latin America and the sixth highest rate in the world. Twenty out of the twenty-two departments in Guatemala have registered child malnutrition cases. The latest information from the Secretariat for Food and Nutritional Security shows that 6,147 communities throughout the country are at risk of food shortages. Of these, 332 are designated as high risk.

According to Manuel Manrique, a UNICEF representative in Guatemala, another serious problem is children's exposure to violence, as more and more children become innocent victims of generalized violence. Many have been killed in the crossfire of shootouts. Others have been orphaned, with no means to protect themselves or to understand the social situation of Guatemala. He

added that there is an urgent need to educate people on children's rights.

Alejandra Vásquez, a member of the Social Movement for the Rights of Children and Adolescents in Guatemala, said that in the first three months of 2008, twelve minors had been killed. The latest case is that of Gabriela Jimena Cabrera Martínez, 2 months old, who died in the crossfire of unknown assailants.

8,000 Newborns Die Each Year

04.07.08 Almost 8,000 newborns die each year in Guatemala, according to estimates by the Pan American Health Organization (PAHO). Seventy percent of those deaths are preventable. The Ministry of Health has registered only 2,197 newborn deaths in 2007, although this is less than half of estimated figures. Sixty percent of the children under the age of one that passed away died within the first month. Asphyxia and infections are the most common causes, but with adequate and timely treatment, these numbers could be reduced. The departments of Sololá, Totonicapán, and Escuintla have the highest infant mortality rates, although the rate is also very high in the department of Guatemala.

CAMPESINO RIGHTS

Campesinos Against Free Trade with Europe

04.02.08 Indigenous and campesino groups belonging to the Central American Campesino Coalition affirmed their opposition to negotiation and signing of a Trade Association Agreement between Central America and the European Union (CA-EU). They urged the formation of "fair trade, sustainable businesses that people and not the transnational corporations." In a press release, groups said, "Free Trade Agreements have been the new instrument used for colonization as well as economic, social, cultural, and political degradation. Genetically modified seeds, biodiesel fuel, and the flagrant stealing of our minerals, water, forests, air, and land have affected us." They believe that the CA-EU Trade Association is just a continuation of other free trade agreements that are unjust from the outset. For these groups, the neoliberal model is supported by the criminalization and repression of the indigenous and campesino movement, sheltered by anti-terrorist laws that punish social movements, especially the movement to protect environmental resources and Mother Earth.

Campesinos Concerned over National Dialogue

04.06.08 Luis Zurita, director of the Secretariat for Inter-Institutional Affairs, announced that the upcoming national dialogue with campesino organizations will cover social, economic, agrarian, and socio-environmental issues. He said campesino organizations have identified agrarian problems as the most urgent topic. Campesino groups, however, are hesitant because they do not feel that their concerns will be heard.

Daniel Pascual, from the Campesino Unity Committee (CUC), expressed concern over the government's limited vision of the agrarian problem. He also said that CUC members have not yet decided if they will participate in the dialogue due to a wave of recent evictions.

CUC Celebrates Thirtieth Anniversary

04.14.08 Members of the Campesino Unity Committee (CUC) began a march on April 12 called "A Shout for Mother Earth" to commemorate CUC's thirtieth anniversary. Marchers set out from Los Encuentros, Sololá and planned to arrive in Guatemala City on April 16 to celebrate the occasion with cultural activities and an exposition of fair trade staple goods. Hundreds of campesinos who participated in the march demanded that the government cease the persecution against their leaders.

Aparicio Pérez, a CUC leader, stated that he hoped that this anniversary would also provide a space to denounce the discrimination, marginalization, and poverty that thousands of campesino families face. Many families are in the same precarious living conditions as they were in thirty years ago, when CUC was formed.

Emergency Food Plan Announced

04.15.08 Raúl Robles, the Minister of Agriculture, Livestock and Food, announced that the government has invested Q478 million (US \$63.73 million) into the Emergency Plan for the Production of Basic Grains. The plan's objective is to reduce the high cost of growing basic grains on rented lands for small producers. Land will be rented for

120,000 families through the Land Fund (FONTIERRA). Each family in the program will also receive a loan of Q2,000 (US \$267) and farmers will have to pay back Q1,700 (US \$227) within six months with no interest. They will also be given a total of 300,000 sacks of genetically modified corn seed and 480,000 sacks of fertilizer. Robles said that there is a deficit of 4.5 million sacks of white corn produced for human consumption. With the emergency plan, the Ministry hopes to produce 4.8 million sacks to be used for food.

AGRARIAN CONFLICTS

Meeting Held to Discuss Problems in Izabal

04.01.08 A Congressional meeting was held at the end of March to find an institutional solution to the agrarian conflict, currently centered in Livingston, Izabal. The meeting was convoked by the Guatemalan National Revolutionary Union-Broad Left-Wing Movement (URNG-MAIZ). Functionaries promised to hold a roundtable discussion in Livingston before the National Dialogue for Rural Development begins.

The agrarian conflict reached a climax in late February when campesinos took twenty-nine police officers hostage, demanding that authorities free their leader, Ramiro Choc, who was arrested in mid-February for the alleged invasion of private property. On March 14, the same group detained four Belgian tourists and two Guatemalans, demanding that the lands that they had occupied be legalized and that the government follow through on promises made in the negotiations to free the first group of hostages in February.

SOCIAL, ECONOMIC, AND CULTURAL RIGHTS

Vaccine Campaign Inaugurated

04.01.08 The Ministry of Public Health inaugurated its national vaccination campaign against polio, rubella, and measles in Jocotán, Chiquimula. The goal is to vaccinate two million children between the ages of one and six years old and the campaign will last throughout the month of April. It will cost the government Q14 million (US \$1.87 million), according to Vice President Rafael Espada, who was present at the inauguration.

Teachers to Receive Health Insurance

04.03.08 The Minister of Education, Ana Ordóñez de Molina, announced that 100,000 teachers and their families will receive medical insurance and a stipend to cover funeral expenses as of May 2008. This measure is part of the government plan called "Solidarity with Teachers." The program will provide national health care coverage to all teachers, regardless of what type of contract they have. Minister Ordóñez explained that teachers, their spouses, and their children will have access to medical care from general practitioners to specialists and the funeral stipend covers the whole family, including the teachers' parents.

Shell Oil Agrees to Reduce Oil Prices

04.04.08 Due to the recent increase in the cost of petroleum products, the Guatemalan government reached an agreement with the transnational company Shell Oil to reduce overall diesel prices by Q0.20 to Q0.30 per gallon (US \$0.02 to 0.04). Vice President Rafael Espada said that the price reduction was a permanent measure and that other agreements may be reached with other distributors in the future. He said that negotiations with Shell are part of the governmental measures to alleviate the oil crisis. Other options being analyzed include buying oil from Venezuela at a lower cost and participating in programs offered by Brazil.

RIGHT TO JUSTICE

PDH Asks for Penal Code Reform

04.01.08 The Human Rights Ombudsman's Office (PDH) filed a motion attesting that six articles of the Criminal Procedural Code are unconstitutional because the articles violate fundamental human rights. The PDH hopes that with this measure, victims and/or co-plaintiffs will be permitted to participate in court proceedings, testify, and argue for their rights. Sergio Morales, the head of the PDH, said that this action forms part of the PDH's strategy against impunity, which also includes the creation of a witness protection program and the support of judicial independence.

Lynching not Classified as a Crime

04.02.08 More than twelve cases of lynching were reported in 2007, with a toll of sixteen deaths (fifteen men and one woman) and six injured (two

men and four women). Another twenty-one cases of "failed" lynching cases were registered, with forty-two injured (thirty-two men and ten women). This phenomenon is more frequent in the poorer regions of Guatemala where there are few or no police officers present. Human Rights Ombudsman Sergio Morales said that Congress should create a law to criminalize lynching.

Aníbal García, congressman for the Encounter for Guatemala party (EG) and member of the Legislative and Constitutional Point Commission, said that no bills have been proposed yet in Congress to classify lynching as a crime. He added that judges and prosecutors might find it difficult to prove the charge of lynching. However, García said that classifying lynching as a crime "would create judicial security and would guarantee the rights of the victims and of the accused."

Deaths of Narcos Under Investigation

04.03.08 Agents from the Public Prosecutor's Anti-Narcotrafficking Unit and the National Civil Police (PNC) continued to gather evidence and identify possible participants in the killings of several narcotraffickers in late March in Zacapa. Eleven people were killed during the incident, including two Mexican citizens. In a search carried out in Guatemala City's zone 18, agents from the US Drug Enforcement Administration (DEA) and prosecutors from the Mexican Attorney General's Office also participated.

Police have already arrested six suspects for the killings, four of whom are Mexican.

Other pieces of evidence, including several guns, have also been found linking further suspects to the murders.

Investigators to Search Military Archives

04.05.08 The Secretariat for Peace (SEPAZ) has hired sixty investigators to analyze the military archives that will soon be declassified. The investigators will search the files for any evidence that could help victims of the internal armed conflict to press charges against those who committed human rights violations. The archives will eventually be made available to the public.

Former Soldiers to be Tried for War Crimes

04.09.08 The Eleventh Criminal Court ruled that four

former members of the Guatemalan army, accused of disappearing seven members of a family in 1981, must stand trial. Retired colonel Marco Antonio former Sánchez Samayoa and military commissioners Gabriel Álvarez Ramos, Salomón Maldonado Ríos, and José Domingo Ríos Martínez are charged with illegal detention, not fulfilling humanitarian duties, and forced disappearance. The incident occurred in the town of El Jute, Witnesses say that the Chiquimula in 1981. accused entered the town along with a group of soldiers and captured the seven victims, who were then taken to the military base in Zacapa and never seen again.

LEGAL CASE UPDATE

Government Fails to Comply with Court Order

04.11.08 Representatives from the Center For Justice and International Law (CEJIL) and the Center for Legal Action on Human Rights (CALDH) criticized the Guatemalan government for failing to comply with the Inter-American Human Rights Court (IAHRC) ruling to investigate, try, and sanction the material authors of several specific crimes. The cases cited include that of Anstraum Villagrán, 17, who was killed by police officers in front of witnesses in 1990, and the forced disappearance of guerrilla commander Efraín Bámaca Velásquez in 1992. organizations also mentioned the massacre in Plan de Sánchez, Baja Verapaz on July 18, 1982, which resulted in the death of 268 people, including women and children. The activists urged the government to comply with international commitments and to strengthen the investigative institutions so that they can fulfill their duties.

RIGHT TO A HEALTHY AND SUSTAINABLE ENVIRONMENT

Campesinos Defend Mother Earth

04.02.08 The First National Encounter of Communities to Defend Mother Earth was recently held to discuss issues related to land ownership, mining, and petroleum. The slogan for the event was "Mother Earth can't be bought or sold."

Daniel Pascual, a leader of the Campesino Unity Committee (CUC), explained that the forum

was organized to relate these issues to the indigenous "cosmovision." They expressed the need for others to understand the history of the campesino struggle and the resistance to defend their lands. Pascual, along with other leaders in Sololá, condemned the systematic persecution of the indigenous leaders in San Juan Sacatepéquez, who are defending Mother Earth by trying to block the construction of a cement factory in the region.

Mountain Water Sources Drying Up

04.02.08 Environmentalists confirmed that at least 60% of the Alux mountain range is deteriorating, which could affect the water supply for Guatemala City and surrounding municipalities. Daniel Álvarez, the director of environmental issues in Mixco's House of Culture, said that in the last seven years, thirty rivers in the Alux range have dried up and that urbanization and deforestation are putting other springs at risk. He also said that the Panzalik River, which used to be twenty meters wide, is now only a few meters wide and is used as a sewer for industrial waste and housing projects. Another concern is that deforestation continues. Gerardo Paiz, the sub-secretary of the National Council for Protected Areas (CONAP), said that the natural regeneration of these forests would take two hundred years.

Protected Areas Destroyed by Invasions

04.03.08 Environmental authorities stated that 60-70% of the protected areas of Guatemala are in poor condition and that retaking control over the areas in the national reserves that have been invaded must be a priority. Official reports indicate that land invasions are linked to drug trafficking activities, as well as the trafficking of arms, wood, and people. Criminals are believed to invade the lands in the regions where they commit their crimes.

Claudia Santizo, Executive Secretary of the National Council for Protected Areas (CONAP), said that land invasions have reduced the habitats of large animals such as jaguars, tapirs, and wild boars; when their habitat is reduced, the animals move on to other territories, where they face the risk of being hunted. The first step, she said, is to evict people from the invaded areas in Petén, Izabal, and Alta Verapaz, which have been taken over by one thousand families. Santizo added that evictions are

being coordinated with Ministries of the Interior and the Defense, as well as with the court system, although details of the actions are being withheld.

Daniel Domínguez, a spokesperson for the army, said that the army is willing to help take back the protected areas and can provide reserve troops that have received training in environmental issues. CONAP will ask Congress to provide an additional Q14 million (US \$1.87 million) to fund a permanent presence in the area to prevent new invasions. The National System of Protected Areas generates more than Q2.18 billion (US \$291 million) in services such as wood, water, rubber, pepper, and medicinal plants, making the protected areas vitally important.

OTHER INFORMATION

US Urges Approval of Extradition Law

04.01.08 Alistair Cooke, the director of Anti-Narcotic Affairs at the US Embassy, urged the Guatemalan Congress to approve a law that would regulate and expedite extraditions. With the approval of this law, international governments could ask Guatemala to detain a suspect and governments would be able to submit a formal petition for extradition after the fact. This petition would need to comply with international requirements and would require a copy of an arrest warrant or a court ruling. The law would also reduce the amount of time that an appeal could be filed to three days.

Colom Tours Brazil

04.05.08 During an official visit to Brazil, Guatemalan President Álvaro Colom was awarded keys to Rio de Janeiro by the city's mayor, Carlos Maia. Maia also offered to support Guatemala in social projects such as poverty reduction. President Colom later met with Brazilian president Luiz Inácio Lula da Silva and with directors from the Petrobrás Oil Company. The Brazilian government agreed to provide consultation on how to combat drug trafficking and how to improve social development, education, energy, and health The cooperation between the two programs. countries will include the creation of breast milk banks in hospitals, the prevention of youth violence, and the reduction of poverty.



Founded in 1982, the Guatemala Human Rights Commission/USA is a nonprofit, nonpartisan, humanitarian organization that monitors, documents, and reports on the human rights situation in Guatemala, advocates for and supports survivors of the abuses, and works toward positive systemic change.

Information in the UPDATE that is not gathered directly is culled from various sources, including the Comisión de Derechos Humanos de Guatemala, Casa Alianza, Albedrío, Amnesty International, Associated Press, Reuters, and Guatemalan news sources, such as Ceriqua, Centro de Estudios de Guatemala, Incidencia Democrática, Prensa Libre, El Periódico, La Hora, and Siglo Veintiuno.

Research Coordinator: Carmen Camey, Editor: Shannon Lockhart, (ghrc-usa@ghrc-usa.org), Additional Assistance: Marty Jordan, Julie Suarez, Remle Crowe, and Joe Gardner.

*GHRC/USA relies on the support of individuals like you. Without your contributions of ideas, action, and resources, GHRC/USA would not be able to stand in solidarity with Guatemalans as they struggle for their rights and freedoms. We greatly appreciate all types of support so that we can continue our education, advocacy, and human rights efforts. Please remember that no contribution is too small, or too big. To donate, please visit our website at

3321 12th Street NE Washington DC 20017 Tel - 202-529-6599 Fax - 202-526-4611



Vol. 20 No. 7

3321 12th Street NE Washington, DC 20017

- Bishop Ramazzini Threatened PG 1
- Former High Level Investigator Murdered PG 1
- Femicide Law Approved in Congress PG 3
- Campesinos Against Free Trade with Europe PG 4
- Former Soldiers to be Tried for Forced Disappearances PG 6

Insert: Please Help GHRC by Taking our Short Survey! See Inside or go to www.ghrc-usa.org/Survey.htm