Indiana University Purdue University Indianapolis
Office of Equal Opportunity
ANNUAL REPORT 2015

Kim D. Kirkland, Ed.D.
Director
317-274-2306
kirkland@iupui.edu

Mission

IUPUI's Office of Equal Opportunity is committed to promoting a working and learning environment free of harassment and discrimination on the basis of race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, or veteran status.

From The Director...

The work of IUPUI's Office of Equal Opportunity is guided by federal and state statutes pertaining to equal employment opportunity, non-discrimination, and affirmative action laws and regulations. We are committed to promoting a working and learning environment free of harassment and discrimination on the basis of race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, or veteran status.

We are responsible for ensuring the University's compliance with all applicable federal and state nondiscrimination laws and regulations and serve as the institution's official liaison with governmental civil rights enforcement agencies.

The Office is responsible for the development and execution the University's affirmative action program, equal opportunity, best practices of a legal and affirmative search, and related training initiatives. As the Deputy Title IX Coordinator for the IUPUI/C campuses, I am committed to preventing and responding promptly to all forms of sexual misconduct, including sexual assault, stalking, domestic violence, and dating violence.

Moreover, the Office of Equal Opportunity provides leadership and support toward developing a comprehensive and University-wide approach to achieving and sustaining a diverse and pluralistic community of students, faculty and staff.

Directory

Ginger Arvin
Senior Investigator
317.274.2333
ggarvin@iupui.edu

Margo Foreman
Assistant Director
Diverse Workforce
Recruitment and
Retention
317.274.5528
mrforema@iupui.edu

Nemia Cooper
Employment
Acquisition and
Advocacy Coordinator
317 274.4015
nccooper@iupui.edu

Emily Kempski
Administrative Assistant
317.274.2306
ekempski@iupui.edu

Jessica DellaRosa
Senior Investigator
317.278.3884
jdellaro@iupui.edu

Rick Morgan
Data Specialist
317.274.8876
rlmorgan@iupui.edu

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Campus Impact

The Office of Equal Opportunity, also referred to as OEO, is responsible for monitoring compliance with the University's equal opportunity, anti-discrimination and anti-harassment policies as well as federal and state laws and regulations; investigating and resolving complaints of discrimination and harassment on the basis of race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, or veteran status; monitoring employment practices; and conducting training programs and presentations on Equal Opportunity, Affirmative Action, sexual harassment, and a wide range of diversity-related topics. The OEO strives to ensure the most wholesome and productive learning and working environment for students, faculty and staff. Individuals who believe they have been unlawfully harassed or discriminated against are encouraged to contact us.

OEO staff members serve on various University committees as well as local and national committees including the Equal Opportunity Council, Committee for People with Disabilities, Behavioral Consultation Team, Sexual Assault Prevention, Intervention and Response Task Force, Student Welfare Committee, VAWA Sub-Committee, Title IX Review Team, IUPUI Diversity Cabinet, Diversity Plan Steering Committee, Diversity Dialogue Group, Diversity Management Committee, Diversity Officers Committee, IUPUC Diversity Cabinet, Indiana Diversity Roundtable, Intergroup Dialogue Steering Committee, School of Nursing's Diversity and Enrichment Council, Women's Advisory Council, IUPUI United Way Campaign, American Association for Access, Equity & Diversity, State of the State Planning Committee, American Association for Blacks in Higher Education, Faculty and Staff Relations Committee, Indiana Industry Liaisons Group, Black Faculty & Staff Council, Joint Affinity Group Committee, Leadership Management Institute Steering Committee, and the JagCares Team.

Primary responsibilities of the Office of Equal Opportunity include:
- Develop and implement AAPs for women, minorities, veterans and individuals with a disability
- Monitor employment trends as well as selection and placement decisions
- Investigating complaints of harassment, discrimination, and sexual misconduct
- Monitor compliance with Title IX and the Violence Against Women Act (VAWA)
- Facilitate reasonable accommodations – Disability Accommodation Request Form
- Develop and deliver employee and campus community training programs
- Act as liaison to federal and state agencies on matters involving EEO/AA practices, policies, and charges of discrimination.

Affirmative Action Plans

Development of the Affirmative Action Plans (AAP), which includes the Columbus campus (IUPUC), is one of OEO's primary responsibilities. The AAP is a snap-shot of the University's workforce that includes the following components:

Workforce Analysis – representation of women and minorities across organizational units.

Job Group Analysis – summarizes the workforce by a set of broad occupational categories – grouping job titles with similar job content, similar pay, and similar promotional and professional development opportunities.

Availability – looks at the current workforce by job group as compared to individuals available in the workforce based on U.S. census data, graduation statistics, the internal labor pool, and other sources.

Comparison of Incumbency to Availability – compares the current representation of women and minorities in the workforce to availability estimates to determine where we need to make greater efforts to reach parity and diversify the workforce.

Goal Setting – goals are set for job groups where the incumbency and availability statistics are significantly different. The OEO staff meets annually with each dean/vice chancellor/major unit leader to review their current workforce profile, identify opportunities for recruitment in the immediate future, discuss efforts and strategies to address workforce goals for women and minorities, and review progress toward prior year's goals. As you will note in the table below, while there may NOT be a minority goal in any of the nine broad job groups, there may be a goal within the individual minority sub-group(s). Likewise, while there may not be a goal at the campus level, there may be goals within the female and/or minority job groups within individual schools and units.

Annual Placement Goals

Annual Placement Goals by Percentage								
Job Group	Fem.	Min.	Black	Hisp.	Asian	Nat. Am.	NHOPI	Two+
Tenure/TT Faculty & Library	44.00	20.00	5.00	4.00	11.00	0.00	0.00	0.00
Clinical & FT Non-T Faculty	43.00	23.00	5.00	4.00	14.00	0.00	0.00	0.00
Other Academic: Visitors & PT	45.00	20.00	6.00	4.00	9.00	0.00	0.00	1.00
Executive Management	42.31	19.95	5.05	4.17	10.67	0.04	0.01	0.02
Professional Staff	58.69	12.66	6.80	2.64	2.57	0.32	0.03	0.30
Clerical Staff	85.36	19.17	14.89	2.23	1.26	0.34	0.00	0.45
Technical Staff	53.23	20.42	11.89	3.51	3.67	1.08	0.00	0.28
Skilled Craft	6.24	12.40	8.10	3.01	0.95	0.21	0.00	0.13
Service Maintenance	30.22	35.86	22.96	11.04	0.90	0.63	0.13	0.21

Percentages marked in red indicate campus goals where underutilization exists.

Unit Action Plan – each dean, vice chancellor or senior leader of a major unit submits a Unit Action Plan (UAP) to the OEO describing efforts and strategies for reaching identified goals. The UAP should address specific outreach efforts to recruit female and minority faculty and staff, identify professional development opportunities for them, identify opportunities for recruitment anticipated over the next several years, and link components of the plan to IUPUI's diversity performance indicators and/or strategic plan, if relevant.

Underutilization – is defined as having fewer minorities or women in a particular job group than what would be reasonably expected by their availability in the relevant job market. Three tests determine underutilization:

1. Any Difference Rule – any difference between the availability of women or minorities in the relevant job market compared to their percentages in the employer's actual workforce.

2. Two-Standard Deviation Rule – the current workforce percentage of a protected group (women or minorities) cannot vary from the availability analysis percentage by more than two standard deviations.

3. The 80% Rule – underutilization exists if the percentage of women and/or minorities in a particular job group is less than 80% of the final availability percentage. IUPUI currently uses the 80% rule. The Ratio = (W/A) x 100. For example, if the workforce = 20% female and availability = 23% female, then the Ratio = (20/23) x 100 = 86.96%. In this example, underutilization does not exist because the ratio exceeds 80%.

Anything less than 80% would be considered underutilization if the percentage also equals a full-time employee (FTE) or whole person.

Effective March 24, 2014, contractors required by the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) to develop a written AAP must also establish a hiring benchmark for protected veterans each year or adopt the national benchmark provided by the Office of Federal Contract Compliance Programs (OFCCP). Under either approach, the percentage of employees who are protected veterans in each of their establishments is compared to the hiring benchmark set for that establishment. The Office adopted the national benchmark of 7.2% provided by the OFCCP which is based on the percentage of veterans in the civilian labor force.

Also, eeffective March 24, 2014, the new Section 503 regulations also require a hiring benchmark for Individuals with a Disability (IWD) in addition to the written AAP. The new regulations require:

1. Utilization goal – a nationwide 7% utilization goal for qualified IWDs. The goal is applied to each job group or to the entire workforce if the workforce has less than 100 employees. The OEO must conduct an annual utilization analysis and assessment of the problem areas and establish specific action-oriented programs to address any identified problems.

2. Data collection – requires that the OEO document and update annually several quantitative comparisons for the number of IWDs who apply for jobs and the number of IWDs hired. The data collection effort will assist in measuring the effectiveness of our outreach and recruitment efforts and must be maintained for three years.

3. Invitation to Self-Identify – requires that the OEO invite applicants to self-identify as IWDs at both the pre-offer and post-offer phases of the application and selection process. In addition, it requires that we invite current employees to self-identify as IWDs every five years.

Incumbency vs. Availability Analysis
Women & Minorities

Job Group	Category	Incumbency No.	Incumbency %	Availability %	Less than 80%
Tenure/Tenure-Track Faculty and Librarian	Female	491	34.97	44.00	Yes
	Minority	377	26.85	20.00	
	Black	59	4.20	5.00	
	Hispanic	30	2.14	4.00	Yes
	Asian	252	17.95	11.00	
	AmIndian	2	0.14	0.00	
	NHOPI	1	0.07	0.00	
Total – 1404	Two+	33	2.35	0.00	
Clinical and Full Time Non-Tenure Faculty	Female	624	46.22	43.00	
	Minority	299	22.15	23.00	
	Black	55	4.07	5.00	
	Hispanic	30	2.22	4.00	Yes
	Asian	196	14.52	14.00	
	AmIndian	0	0.00	0.00	
	NHOPI	3	0.22	0.00	
Total – 1350	Two+	15	1.11	0.00	
Other Academic: Visitors and Part Time	Female	933	51.95	45.00	
	Minority	460	25.61	20.00	
	Black	106	5.90	6.00	
	Hispanic	35	1.95	4.00	Yes
	Asian	287	15.98	9.00	
	AmIndian	3	0.17	0.00	
	NHOPI	1	0.06	0.00	
Total – 1796	Two+	28	1.56	1.00	
Executive Management	Female	48	37.21	42.31	
	Minority	24	18.60	19.95	
	Black	11	8.53	5.05	
	Hispanic	2	1.55	4.17	Yes
	Asian	5	3.88	10.67	Yes
	AmIndian	0	0.00	0.04	
	NHOPI	0	0.00	0.01	
Total - 129	Two+	6	4.65	0.02	

The IUPUI Affirmative Action Plan is available online at: http://www.iupui.edu/~oeo/reports/2014AAP.pdf

Incumbency vs. Availability Analysis (Cont.)
Women & Minorities

Job Group	Category	Incumbency No.	Incumbency %	Availability %	Less than 80%
Professional Staff	Female	1542	66.93	58.69	
	Minority	376	16.32	12.66	
	Black	203	8.81	6.80	
	Hispanic	24	1.04	2.64	Yes
	Asian	106	4.60	2.57	
	AmIndian	2	0.09	0.32	Yes
	NHOPI	1	0.04	0.03	
Total – 2304	Two+	40	1.74	0.30	
Clerical Staff	Female	846	92.97	85.36	
	Minority	211	23.19	19.17	
	Black	177	19.45	14.89	
	Hispanic	8	0.88	2.23	Yes
	Asian	13	1.43	1.26	
	AmIndian	4	0.44	0.34	
	NHOPI	0	0.00	0.00	
Total – 910	Two+	9	0.99	0.45	
Technical Staff	Female	378	63.42	53.23	
	Minority	168	28.19	20.42	
	Black	85	14.26	11.89	
	Hispanic	10	1.68	3.51	Yes
	Asian	60	10.07	3.67	
	AmIndian	0	0.00	1.08	Yes
	NHOPI	0	0.00	0.00	
Total – 596	Two+	13	2.18	0.28	
Skilled Craft	Female	6	5.17	6.24	
	Minority	12	10.34	12.40	
	Black	10	8.62	8.10	
	Hispanic	1	0.86	3.01	Yes
	Asian	0	0.00	0.95	Yes
	AmIndian	0	0.00	0.21	
	NHOPI	0	0.00	0.00	
Total – 116	Two+	1	0.86	0.13	
Service Maintenance	Female	134	39.76	30.22	
	Minority	224	66.47	35.86	
	Black	199	59.05	22.96	
	Hispanic	11	3.26	11.04	Yes
	Asian	7	2.08	0.90	
	AmIndian	1	0.30	0.63	Yes
	NHOPI	0	0.00	0.13	
Total – 337	Two+	6	1.78	0.21	

The IUPUI Affirmative Action Plan is available online at: http://www.iupui.edu/~oeo/reports/2014AAP.pdf

Incumbency vs. Availability Analysis
Veterans (7.2% Availability)

Job Group	Category	Incumbency No.	Incumbency %	National Benchmark (7.2%)	Less than 80%
Tenure/Tenure-Track Faculty and Librarian *Total – 1404*	Veteran	32	2.3	31.7%	Yes
	Non-Veteran	1,372	97.7		
Clinical and Full Time Non-Tenure Faculty *Total – 1350*	Veteran	33	2.4	34.0%	Yes
	Non-Veteran	1,370	97.6		
Other Academic: Visitors and Part Time *Total – 1796*	Veteran	47	2.6	36.3%	Yes
	Non-Veteran	1,749	97.4		
Executive Management *Total - 129*	Veteran	4	3.1	43.1%	Yes
	Non-Veteran	125	96.9		
Professional Staff *Total -2304*	Veteran	71	3.1	42.8%	Yes
	Non-Veteran	2,233	96.9		
Clerical Staff *Total – 910*	Veteran	16	1.8	24.4%	Yes
	Non-Veteran	894	98.2		
Technical Staff *Total – 596*	Veteran	23	3.9	53.6%	Yes
	Non-Veteran	573	96.1		
Skilled Crafts *Total - 116*	Veteran	15	12.9	179.6%	
	Non-Veteran	101	87.1		
Service Maintenance *Total – 337*	Veteran	18	5.3	74.2%	Yes
	Non-Veteran	319	94.7		
Total	Veteran	259	2.9	40.2%	Yes
	Non-Veteran	8,683	97.1		

Note: The national benchmark percentage is an indicator of how close we are to 7.2% availability.

2014 Employment Statistics

2014 Hires (Self-Identified)	Total	Percent	
A. Disabled Veteran	8	0.4%	
B. Recently Separated Veteran	5	0.2%	
C. Active Duty Wartime Veteran	22	1.0%	
D. AFSM Veteran	12	0.5%	3.0%
E. Veteran – No Classification	18	0.8%	
Retired Military	1	0.0%	
Vietnam-era, Other Protected, Disabled	1	0.0%	
Active Reserve	1	0.0%	
(null)	10	0.4%	
F. Not a Veteran	1,467	64.9%	97.0%
G. Not Indicated	715	31.6%	
Grand Total	**2,260**	**100.0%**	**100.0%**

Incumbency vs. Availability Analysis
Individuals with a Disability (7% Availability)

Job Group	Category	Incumbency No.	Incumbency %	National Benchmark (7%)	Less than 80%
Tenure/Tenure-Track Faculty and Librarian *Total – 1404*	Disability No Disability	17 1,387	1.2 98.8	17.3	Yes
Clinical and Full Time Non-Tenure Faculty *Total – 1350*	Disability No Disability	5 1,345	0.4 99.6	5.3	Yes
Other Academic: Visitors and Part Time *Total – 1796*	Disability No Disability	0 1,796	0 100	0.0	Yes
Executive Management *Total - 129*	Disability No Disability	0 129	0 100	0.0	Yes
Professional Staff *Total -2304*	Disability No Disability	7 2,304	0.3 100	4.3	Yes
Clerical Staff *Total – 910*	Disability No Disability	11 899	1.2 98.8	17.3	Yes
Technical Staff *Total – 596*	Disability No Disability	6 590	1.0 99	14.4	Yes
Skilled Crafts *Total - 116*	Disability No Disability	0 116	0 100	0.0	Yes
Service Maintenance *Total – 337*	Disability No Disability	7 330	2.1 97.9	29.7	Yes
Total	Disability No Disability	53 8,889	0.06 99.4	8.5	Yes

Note: The national benchmark percentage is an indicator of how close we are to 7% availability.
The total (53) includes 8 disability complaints, 41 requests for an accommodation, and 4 IWD that self-identified.

2014 Employment Statistics

2014 Hires (Self-Identified)	Total	Percent	
Disability	0	0.0%	0.0%
No Disability or No Response	2,260	100.0%	100.0%
Grand Total	**2,260**	**100.0%**	**100.0%**

Employment Monitoring

Analysis of employment activity as it relates to hires, promotions, transfers and separations is required by Department of Labor regulations. The OEO captures and monitors recruitment, referral, screening and appointment activity for each faculty and professional staff vacancy to ensure continuity and integrity in the hiring process for all academic and professional staff positions. Applicant data are maintained in the University's Online Application system (U-OLA) for professional staff and the Faculty Applicant Monitoring system (FAM) for faculty. These systems facilitate the search process and ensure compliance with capturing federally required data relative to selection and placement decisions.

While OEO staff members are available to assist search committees with strategies for diversifying the applicant pool, search and screen protocols (SSP) training modules are also available online to assist faculty, staff and students in their work as a member of an IUPUI search committee. The link to this web site can be found at **http://www.iupui.edu/~oeo/sstraining/index.html.** In addition, a resource listing is available at **http://www.iupui.edu/~oeo/documents/recruitresources.pdf** which can help facilitate recruiting efforts in diversifying the applicant pools.

Applicant count in the following summary is based on recruitment for positions appointed during the time period 01/01/14 – 12/31/14. Applicants who applied to positions that were withdrawn are excluded from these numbers since adverse impact analysis can only be conducted against searches that end successfully.

Summary of Faculty and Professional Staff
Recruitment, Appointments and Separations

	Faculty					Professional Staff			
	2014	2013	2012	2011		**2014**	2013	2012	2011
Total Applicants	**3,660**	3,134	3,411	4,713	Total Applicants	**21,895**	21,637	21,990	22,785
Total Appointments	**283**	306	294	249	Total Appointments	**435**	410	434	359
Total Exceptions Approved	**12**	8	8	8	Total Exceptions Approved	**9**	7	8	7
Total Exceptions Denied	**0**	3	2	0	Total Exceptions Denied	**0**	2	2	1
Total Separations	**248**	223	195	209	Total Separations	**293**	260	272	339
Pending Appointments	**15**	9	10	34	Reclassifications	**132**	148	142	99
Search Exception Justifications:					Search Exception Justifications:				
Programmatic Need	**7**	4	4	6	Programmatic Need	**8**	3	4	4
Target of Opportunity	**2**	2	2	0	Target of Opportunity	**1**	2	1	3
Transfer	**1**	0	0	0	Transfer	**0**	1	3	0
Spousal Accommodation	**2**	2	2	2	Spousal Accommodation	**0**	1	0	0

Note: Faculty data excludes adjuncts, part-time, postdoctoral, visitors and volunteers.

2014 Employment Monitoring Activity
By Constituent Group

Faculty

	Fem	Male	Unks	Total	Asian	Black	Hisp.	N.Am.	NHOPI	Two+	White	Unk	Total
Applicant	555	862	2,243	**3,660**	393	107	60	2	0	18	836	2,244	**3,660**
Appointment	149	134	0	**283**	53	15	3	0	0	9	203	0	**283**
Pending Appt.	5	4	6	**15**	1	1	0	0	0	0	6	7	**15**
Exceptions	8	4	0	**12**	2	3	1	0	0	0	6	0	**12**
Separations	101	147	0	**248**	51	9	3	1	2	3	179	0	**248**

Note: Faculty data excludes adjuncts, part-time, postdoctoral, visitors and volunteers.

Professional Staff

	Female	Male	Unks	Total	Asian	Black	Hisp.	N.Am.	NHOPI	Two+	White	Unk	Total
Applicant	12,555	7,802	1,538	**21,895**	1,184	4342	573	44	9	409	13757	1,577	**21,895**
Appointment	309	126	0	**435**	17	48	2	1	0	11	356	0	**435**
Exceptions	8	1	0	**9**	0	4	0	0	0	0	5	0	**9**
Reclass.	75	57	0	**132**	4	13	1	0	0	2	112	0	**132**
Separations	201	92	0	**293**	15	36	1	0	0	4	237	0	**293**

Legend:

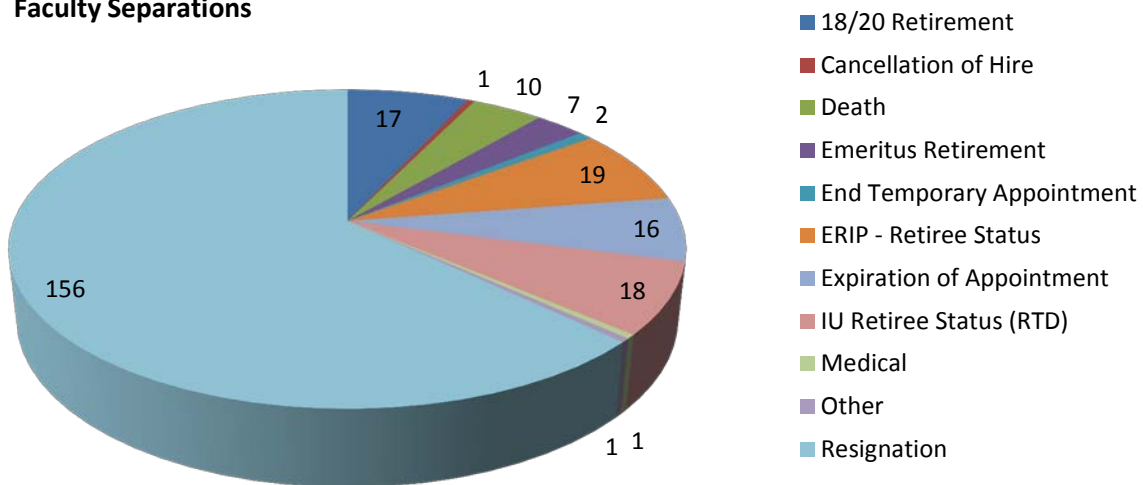|			
NHOPI	**Native Hawaiian/Other Pacific Islander**	**Unks**	**Unknown Gender**
Hisp	**Hispanic**	**Two+**	**Two or more races**
N.Am.	**Native American**	**Unk**	**Unknown Ethnicity**

Sources: IUPUI OLA/FAM, IUIE, s:/rlmorgan/2014/fac_council

2014 Separations
By Constituent Group

Faculty

Type	Classification								
	Acad. Support	Admin. Leader*	Clinical Faculty	Faculty	Lecturer/ Instructor	Library	Research Assoc.	Scientist Scholar	Total
18/20 Retire	0	0	1	15	0	1	0	0	**17**
Cancel Hire	0	0	0	1	0	0	0	0	**1**
Death	0	0	1	5	3	0	1	0	**10**
Emeritus Retire	0	1	2	4	0	0	0	0	**7**
End Appointment	1	0	7	2	2	0	4	2	**18**
ERIP	0	0	8	6	3	2	0	0	**19**
IU Retiree	1	1	2	11	2	0	1	0	**18**
Medical	0	0	1	0	0	0	0	0	**1**
Other	0	0	1	0	0	0	0	0	**1**
Resignation	8	2	52	46	4	6	16	22	**156**
Total	**10**	**4**	**75**	**90**	**14**	**9**	**22**	**24**	**248**

*"Administrative Leader" includes: Dean, Assistant Dean, Associate Dean

Faculty Separations

Legend:
- 18/20 Retirement
- Cancellation of Hire
- Death
- Emeritus Retirement
- End Temporary Appointment
- ERIP - Retiree Status
- Expiration of Appointment
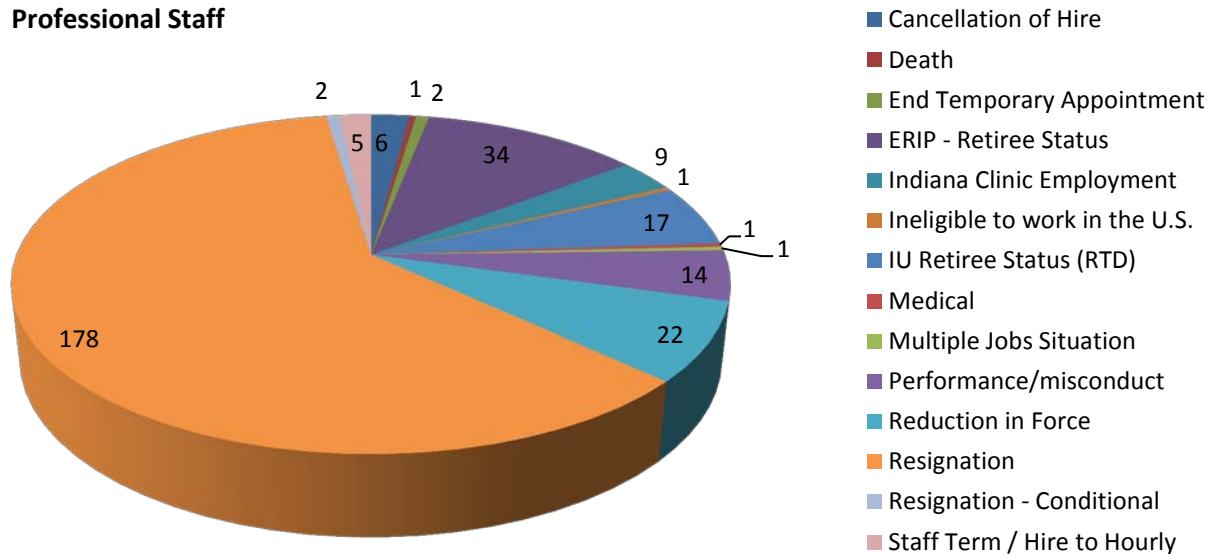- IU Retiree Status (RTD)
- Medical
- Other
- Resignation

2014 Separations
By Constituent Group

Professional Staff

Type	Classification								
	Admin Service*	Aux Service	Health Prof	Info Tech	Media Relation	Research Develop	Student Service	Safety	Total
Cancellation of Hire	4	0	0	0	1	1	0	0	**6**
Death	0	0	0	0	0	1	0	0	**1**
End Temporary Appt.	0	0	0	1	0	1	0	0	**2**
ERIP - Retiree Status	12	1	4	2	5	1	5	4	**34**
Indiana Clinic Employ	0	0	9	0	0	0	0	0	**9**
Ineligible in U.S.	0	0	0	0	0	1	0	0	**1**
IU Retiree Status (RTD)	9	0	5	0	0	1	1	1	**17**
Medical	0	0	0	1	0	0	0	0	**1**
Multiple Jobs Situation	0	0	0	0	0	0	1	0	**1**
Performance/Misconduct	6	0	3	1	0	3	1	0	**14**
Reduction in Force	8	1	1	4	0	7	1	0	**22**
Resignation	59	0	22	24	13	31	27	2	**178**
Resign - Conditional	1	0	0	0	1	0	0	0	**2**
Staff Term/Hire to Hrly	0	0	1	1	0	2	1	0	**5**
Grand Total	**99**	**2**	**45**	**34**	**20**	**49**	**37**	**7**	**293**

*"Administrative Service" includes: coaches, development, executives and facility services

Professional Staff

Legend:
- Cancellation of Hire
- Death
- End Temporary Appointment
- ERIP - Retiree Status
- Indiana Clinic Employment
- Ineligible to work in the U.S.
- IU Retiree Status (RTD)
- Medical
- Multiple Jobs Situation
- Performance/misconduct
- Reduction in Force
- Resignation
- Resignation - Conditional
- Staff Term / Hire to Hourly

Four-Year Snap-Shot
Separations

Faculty

Faculty	2014	2013	2012	2011
18/20 Retirement	17	20	25	30
Cancellation of Hire	1	1	0	5
Death	10	7	9	5
Emeritus Retirement	7	9	5	2
End Appointment	18	6	22	20
ERIP - Retiree Status	19	31	10	6
IU Retiree Status	18	8	7	6
Multiple Jobs Situation	0	4	1	2
Other	2	2	1	3
Resignation	156	135	115	130
Total	**248**	**223**	**195**	**209**

Professional Staff

Professional Staff	2014	2013	2012	2011
18/20 Retirement	0	0	2	2
Cancellation of Hire	6	4	0	2
Death	1	0	1	0
End Appointment/Expired Contract	2	2	1	1
ERIP - Retiree Status	34	0	0	49
Indiana Clinic Employment	9	19	16	65
Ineligible to work in the U.S.	1	0	1	0
IU Retiree Status (RTD)	17	18	11	19
Medical	1	2	5	2
Performance/Misconduct	14	14	13	12
Reduction in Force	22	18	16	22
Resignation	181	177	203	164
Staff Term/Hire to Hourly	5	6	3	1
Total	**293**	**260**	**272**	**339**

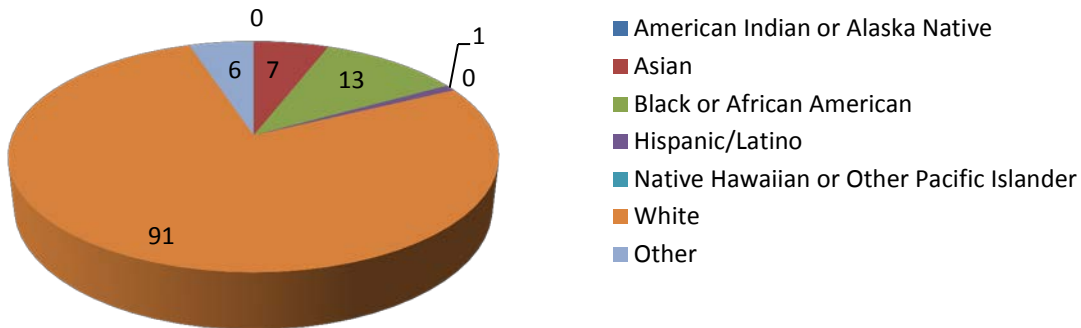## Faculty and Staff 4-year separation snapshot
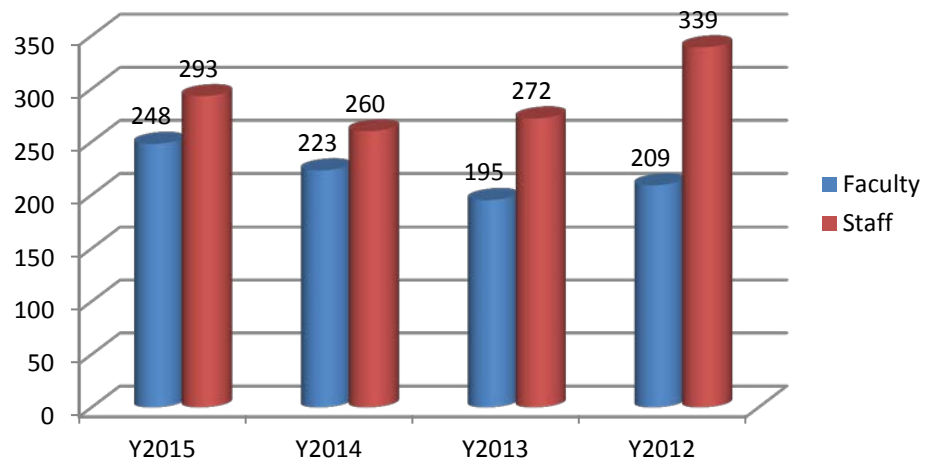
Exit Interview Data

The Office of Equal Opportunity strives to improve the quality of IUPUI's work environment. To that end, we maintain a confidential online exit survey allowing employees who have left or are leaving an opportunity to provide feedback about their experiences while working at the University. The survey consists of questions about the employee's position, the IUPUI environment, and matters that will help improve occupational health and safety, reduce job "burnout", prevent harassment and discrimination, provide service with distinction, and build a civil community. The survey takes approximately 20 minutes to complete and allows individuals to volunteer their identity in case follow-up is warranted or desired.
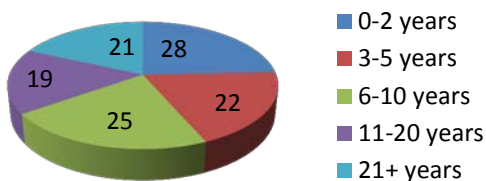
The data is used to identify and leverage best practices in other areas and to help units reduce and address unpleasant perceptions and experiences reported by former employees especially when themes and trends are evident. By sharing the data with the Human Resource Administration and other campus units, as appropriate, we will enhance the culture of the IUPUI work environment by advocating for the consideration of staff input, inspire units to engage in team-building initiatives, retain quality leaders, and address the effectiveness of existing systems, policies and procedures.

Out of the 541 requests of separating employees during 2014, we received 118 responses to the exit interview survey – a 22% response rate which is down by 7% from 2013. However, the number of responses was also down from 148 to 118, while the number of separations was up from 483 to 541. Of the separated employees who self-identified, there were 72 women and 41 men. Of the respondents who self-identified by race, the responses were Asian (7%), Hispanic/Latino (1%), African American (11%), white (77%) and "other" (4%).
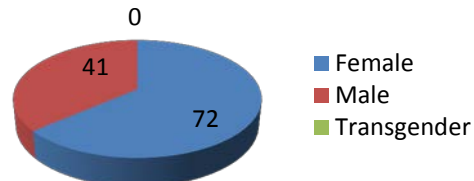
Exit Interviews by Race

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic/Latino
- Native Hawaiian or Other Pacific Islander
- White
- Other

Exit Interviews by Years of Service

- 0-2 years
- 3-5 years
- 6-10 years
- 11-20 years
- 21+ years

Exit Interviews by Gender

- Female
- Male
- Transgender

Note: Not all survey respondents answered each question. While there were 118 respondents, responses for any given question may not total 118.
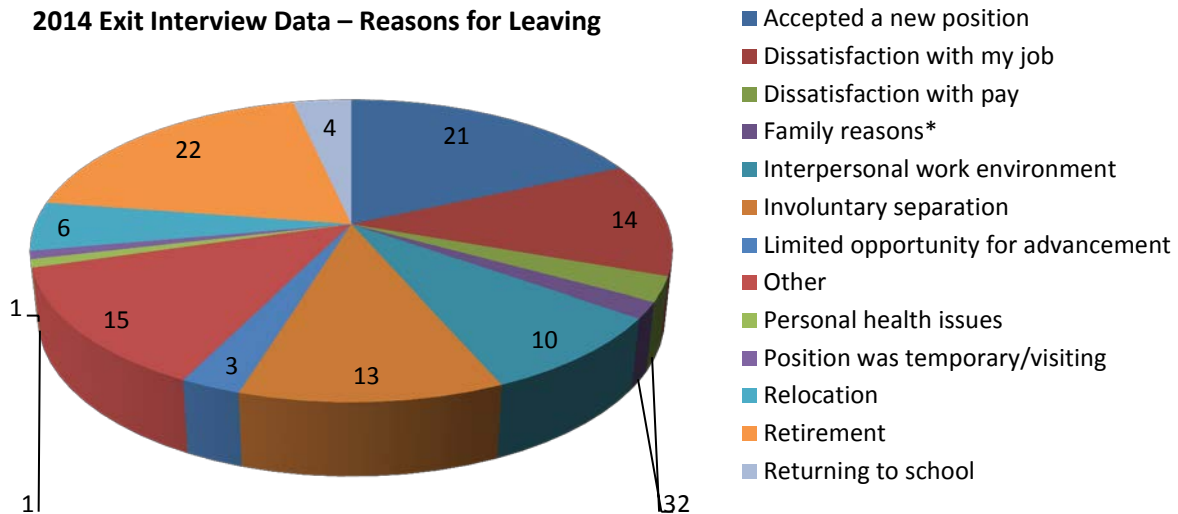
In addition, 80% of the respondents identified as an employee with a Bachelor's degree or higher, 52% were professional staff, approximately 20% were faculty, and nearly 28% made up support, service, clerical and research staff members. Less than 3% of the survey respondents were part-time employees, 35% had been with the University more than 10 years, and while nearly 8% self-identified as a person with a disability, only 4 individuals in the entire workforce actually self-identified as a person with a disability.

Of the separating employees, retirement and a new position nearly tied for the top-cited reason for leaving at 22 and 21 respectively. Several respondents cited a lack of promotional opportunity while others reported conflict with supervisors as their reason for leaving. As depicted below, there appears to be three consistent themes related to separations – retirement, dissatisfaction with job, and interpersonal work environment.

Top-cited Reasons for Separations
3-Year Snapshot

2014	2013	2011/12
• Retirement • Accepted new position • Dissatisfaction with job • Interpersonal work environment • Relocation other than for new position	• Accepted new position • Retirement • Interpersonal work environment • Relocation other than for new position • Dissatisfaction with job	• Dissatisfaction with pay • Dissatisfaction with job • Retirement • Conflict with supervisor • Limited opportunity for advancement

2014 Exit Interview Data – Reasons for Leaving

Legend:
- Accepted a new position
- Dissatisfaction with my job
- Dissatisfaction with pay
- Family reasons*
- Interpersonal work environment
- Involuntary separation
- Limited opportunity for advancement
- Other
- Personal health issues
- Position was temporary/visiting
- Relocation
- Retirement
- Returning to school

*"Family reasons" includes primary care responsibilities, child care, elderly care, etc.

Note: Not all survey respondents answered each question. While there were 118 respondents, responses for any given question may not total 118.

Generally categorized, exit interview feedback fell into the categories of work environment, job related issues, personal health and family and a broad category labeled "other" which includes retirement, involuntary separations, and issues related to harassment and discrimination. More specifically, the key issues and areas of concern expressed through the exit interview data are presented in the following table.

Areas of Concern…

Key Issues

Work Environment (34)	Job Related (31)	Health & Family (14)	Other (39)
• Interpersonal work environment	• Limited growth or career opportunities	• Primary care responsibilities	• Return to school
• Conflict with supervisor ○ Bad management style ○ "Micro-manager" ○ Unable to handle conflict ○ Disengaged ○ Lacked professionalism ○ Lacked direction ○ Not fair/inflexible	• Dissatisfied with job or pay ○ Lack of training ○ Heavy workload ○ Dissatisfied with type of work ○ Slow decision-making process	• Personal health issues	• Retirement
• Conflict with co-workers or colleagues	• Workload too much or too little	• Work/life balance and scheduling	• Involuntary separation
• University challenges ▪ Politics ▪ Budget	• No regular evaluations • One performance evaluation in 7 years	• Relocation – spouse	• Downsize
• Lack of recognition	• Position temporary and/or visiting		• Gender/Sexual Harassment
▪ Stressful work environment	• Work schedule ○ More time off ○ Ability to take earned time off in increments of more than one week at a time		• Discrimination ▪ Age ▪ Race
• Low morale	• Not allowed to make mistakes		• Long commute
• Unprofessional behavior			• Parking

The number of exiting employees who describe their relationship with their supervisor as positive is nearly equal with the number who describe their supervisor-relationship negatively at 47 and 43 respectively. Ninety-seven people responded to the question "Did your supervisor provide enough recognition?" and nearly half (47%) responded positively. The most often cited challenging comments pertain to interpersonal relationship issues with leadership, supervisors and colleagues within departments. And in response to what exiting employees liked "least" about their jobs, responses ranged from workload issues to physical space and conditions and even parking.

Complaints

The Office of Equal Opportunity uses a three-pronged approach to categorize complaints:

Consultation includes facilitated discussions between the complainant and the respondent, as appropriate. Resolution of these are issues generally involve exploratory meetings with individuals to understand their concerns, to empower and/or coach the parties through resolution of the issue on their own, to help them understand their rights and responsibilities within the university environment, to offer advice on alternative solutions, and to identify appropriate resources for resolution. While these issues are addressed by the OEO, they most often do not rise to a level of illegal harassment or discrimination. As a result, no official notice of complaint or investigatory report is issued.

Mediation is an intervention with the complainant and the respondent that helps them reach a mutually agreed upon resolution and to help save the relationship. The OEO determines whether mediation is appropriate. Either party may refuse mediation or, once commenced, end mediation at any time. No adverse inference is drawn from any such decision.

Formal Investigations include a comprehensive investigative approach. The OEO determines the complaint classification, makes a preliminary assessment that the issue(s) raised warrants a formal investigation, and provides notification to the relevant parties and decisional authority, as appropriate. If the OEO determines a need for immediate interim action (e.g. removal, reassignment, administrative leave, or suspension) is necessary, such actions will be administered by the decisional authority.

IUPUI's Operating Procedures for Processing Complaints of Discrimination can be accessed at: **http://www.iupui.edu/~oeo/policy/IUPUIinvestigativeOperatingProcedures.pdf**.

Agency complaints are discrimination charges filed with governmental compliance agencies such as the U.S. Equal Employment Opportunity Commission, Indiana Civil Rights Commission, U.S. Department of Labor, and U.S. Department of Education – Office for Civil Rights. The OEO handles these complaints on behalf of the IUPUI and IUPUC campuses.

2014 Complaint Data by Approach

All Complaints

	Consult	Mediate	Investigate	Agency	Total	Percent
Faculty	23	2	6	1	32	16%
Staff	52	1	12	5	70	34%
Student	60	0	28	1	89	43%
Other*	10	0	0	5	15	7%
Total	**145**	**3**	**46**	**12**	**206**	**100%**

Complaints by Approach
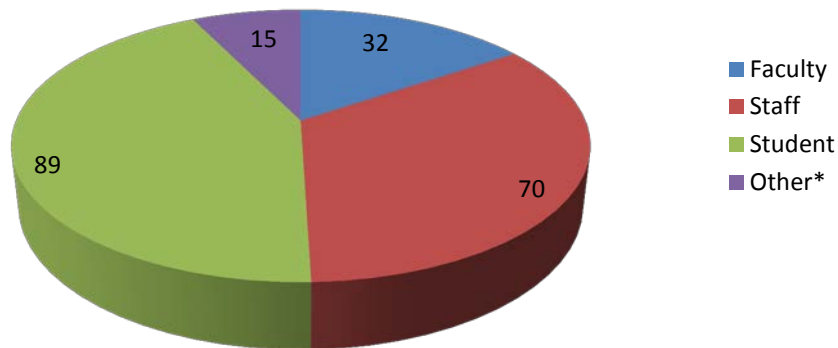
*"Other" may include applicants, former students, former employees, vendors, visitors, IU hospital staff, patients, etc. that work with or receive services from IUPUI employees.

2014 Complaint Data by Approach

Female

	Consult	Mediate	Investigate	Agency	Total	%
Faculty	13	2	4	0	19	14%
Staff*	29	1	5	4	39	28%
Student*	48	0	26	1	75	54%
Other**	2	0	0	3	5	4%
Total	**92**	**3**	**35**	**8**	**138**	**100%**

Female Complaints by Approach

Male

	Consult	Mediate	Investigate	Agency	Total	%
Faculty	10	0	2	1	13	20%
Staff*	20	0	7	1	28	44%
Student*	11	0	2	0	13	20%
Other**	8	0	0	2	10	16%
Total	**49**	**0**	**11**	**4**	**64**	**100%**

Male Complaints by Approach

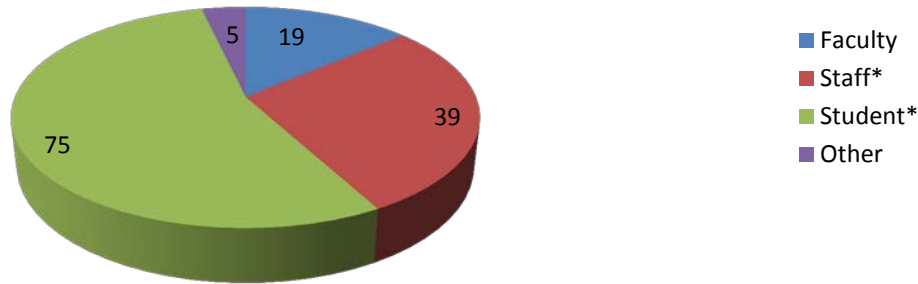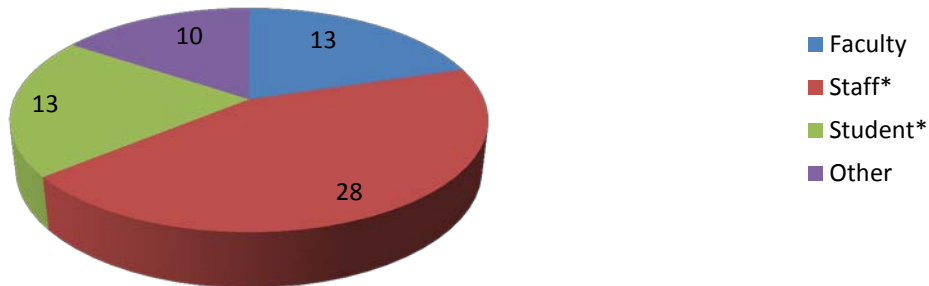*Three staff and one student complaint were filed anonymously. Therefore, gender is unknown for four complainants.

** "Other" may include applicants, former students, former employees, vendors, visitors, IU Hospital staff, patients, etc. that work with or receive services from IUPUI employees.

2014 Complaint Data by Basis

All Complainants

Complaint Sub-Categories	Consult	Mediate	Investigate	Agency	Total
Academic Environment	10	1	1	0	12
Age	4	1	2	3	10
Communication	5	0	0	0	5
Compensation	2	0	1	0	3
Disability	30	0	0	1	31
Equity Review	0	0	4	0	4
Gender	5	1	2	1	9
Hostile Work Environment	14	0	6	1	21
Human Resources	6	0	2	0	8
Marital Status/Pregnancy	1	0	1	0	2
National Origin	3	0	0	2	5
Other	2	0	0	0	2
Performance	4	1	0	0	5
Race/color	19	0	3	4	26
Religion/creed	3	0	1	1	5
Retaliation	4	0	4	4	12
Sexual Assault	7	0	13	0	20
Sexual Harassment	25	0	14	0	39
Sexual Orientation	2	0	0	0	2
Title IX (relationship violence, stalking)	10	0	5	0	15
Veteran's Status	2	0	0	2	4
Violence in Workplace	1	0	0	0	1
Work Environment	7	0	2	0	9
Total*	**166**	**4**	**61**	**19**	**250**

***There are more bases than complainants because a complainant will often raise multiple issues (i.e. a complainant may allege discrimination based on race, religion and gender, thus three bases).**

All Complaints by Basis

Legend:
- Academic Environment
- Age
- Communication
- Compensation
- Disability
- Equity Review
- Gender
- Hostile Work Environment
- Human Resources
- Marital Status/Pregnancy
- National Origin
- Other
- Performance
- Race/color
- Religion/creed
- Retaliation
- Sexual Assault
- Sexual Harassment
- Sexual Orientation
- Title IX (relationship violence, stalking)
- Veteran's Status
- Violence in Workplace

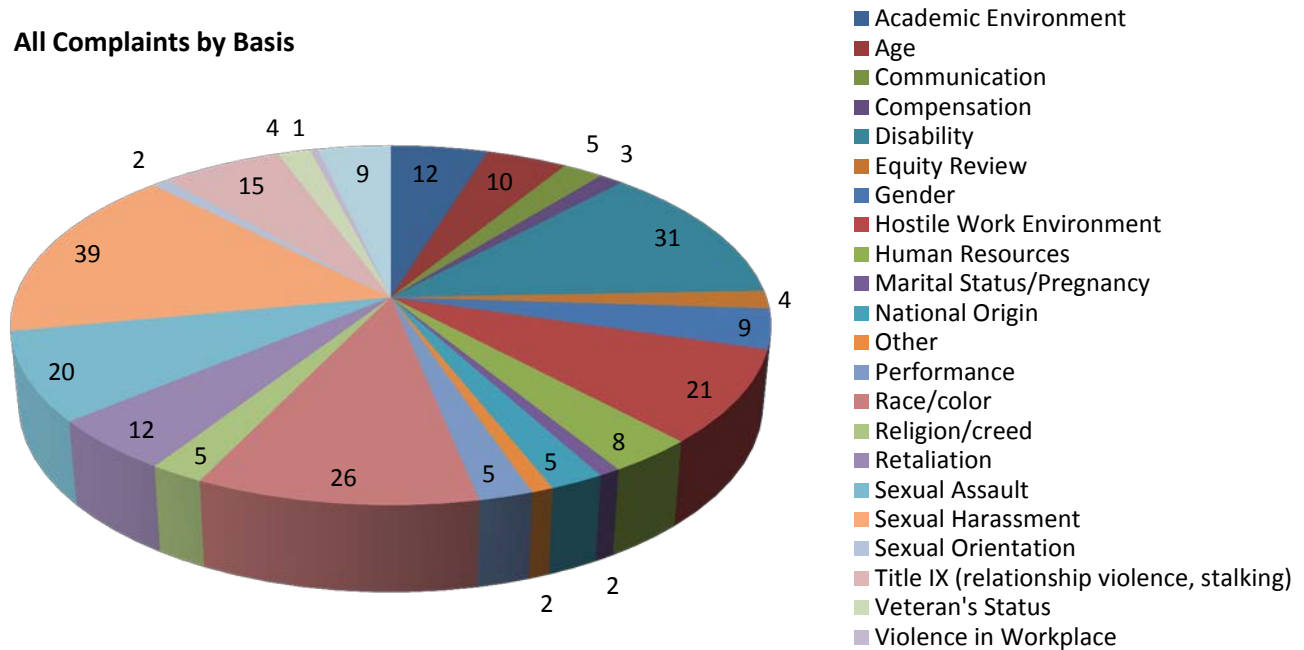# 2014 Complaint Data by Approach

Female

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	5	1	1	0	7
Age	2	1	1	1	5
Communication	3	0	0	0	3
Compensation	2	0	0	0	2
Disability	15	0	0	1	16
Equity Review	0	0	2	0	2
Gender	3	1	0	1	5
Hostile Work Environment	7	0	3	0	10
Human Resources-Related	3	0	0	0	3
Marital Status/Pregnancy	1	0	1	0	2
National Origin	1	0	0	0	1
Other	1	0	0	0	1
Performance	2	1	0	0	3
Race/Color	12	0	3	3	18
Religion/Creed	1	0	0	0	1
Retaliation	4	0	1	2	7
Sexual Assault	7	0	12	0	19
Sexual Harassment	20	0	11	0	31
Sexual Orientation	1	0	0	0	1
Title IX (relationship violence, stalking)	9	0	5	0	14
Violence in the Workplace	1	0	0	0	1
Work Environment	3	0	0	0	3
Total	**103**	**4**	**40**	**8**	**155**

Female by Basis

- Academic Environment
- Age
- Communication
- Compensation
- Disability
- Equity Review
- Gender
- Hostile Work Environment
- Human Resources-Related
- Marital Status/Pregnancy
- National Origin
- Other
- Performance
- Race/Color
- Religion/Creed
- Retaliation
- Sexual Assault
- Sexual Harassment
- Sexual Orientation
- Title IX (relationship violence, stalking)
- Violence in the Workplace
- Work Environment

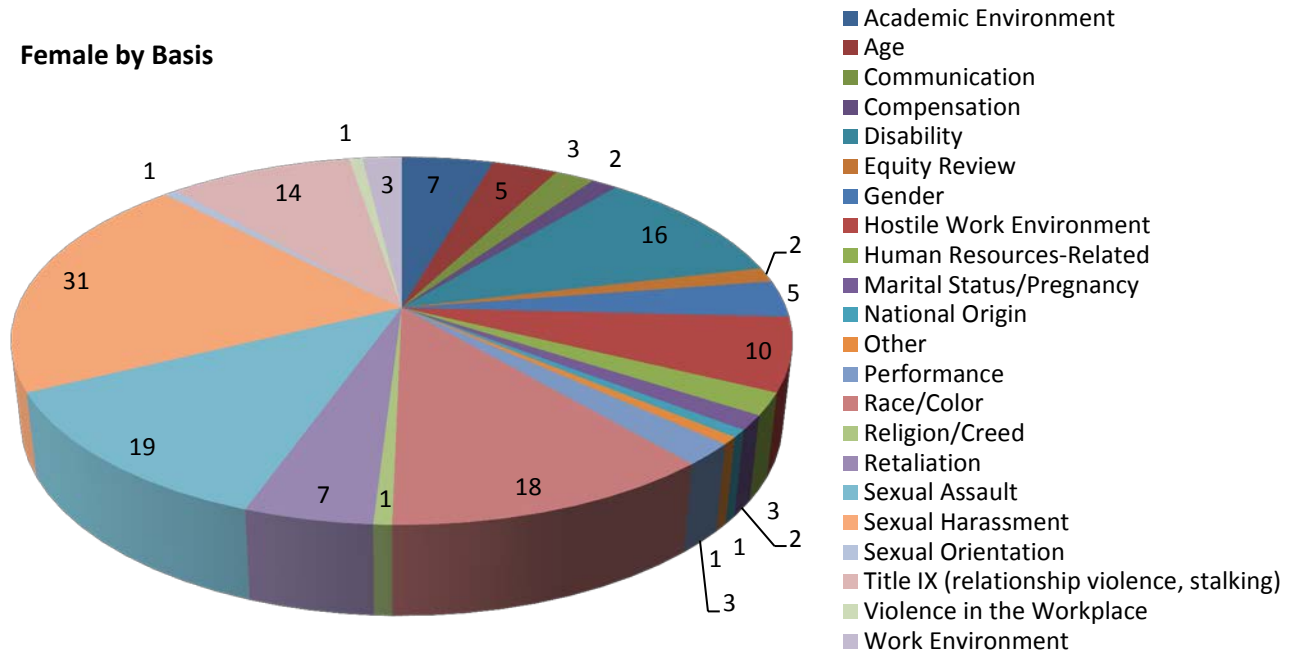# 2014 Complaint Data by Approach

Male

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	4	0	0	0	4
Age	3	0	1	1	5
Communication	2	0	0	0	2
Compensation	0	0	1	0	1
Disability	15	0	0	0	15
Equity Review	0	0	2	0	2
Gender	2	0	2	0	4
Hostile Work Environment	6	0	3	1	10
Human Resources-Related	3	0	2	0	5
National Origin	1	0	0	2	3
Other	1	0	0	0	1
Performance	2	0	0	0	2
Race/color	6	0	1	0	7
Religion/creed	2	0	1	1	4
Retaliation	0	0	3	2	5
Sexual Assault	0	0	1	0	1
Sexual Harassment	5	0	3	0	8
Sexual Orientation	1	0	0	0	1
Title IX (relationship violence, stalking)	1	0	0	0	1
Veteran Status	2	0	1	1	4
Work Environment	3	0	2	0	5
Total	**59**	**0**	**23**	**8**	**90**

Male by Basis

Legend:
- Academic Environment
- Age
- Communication
- Compensation
- Disability
- Equity Review
- Gender
- Hostile Work Environment
- Human Resources-Related
- National Origin
- Other
- Performance
- Race/color
- Religion/creed
- Retaliation
- Sexual Assault
- Sexual Harassment
- Sexual Orientation
- Title IX (stalking)
- Veteran Status
- Work Environment
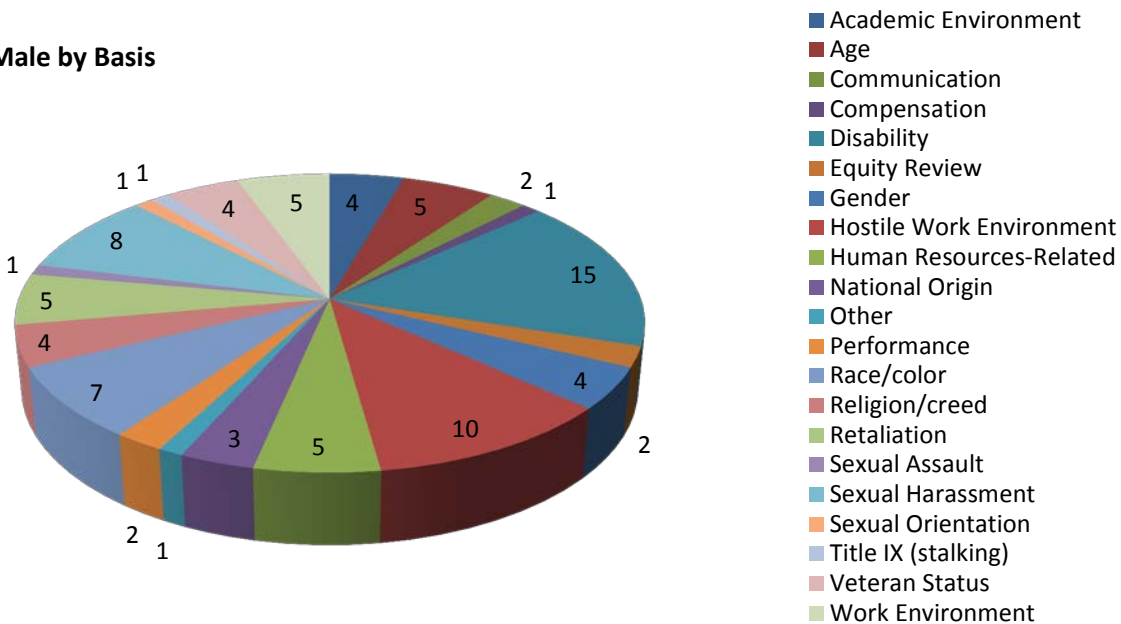
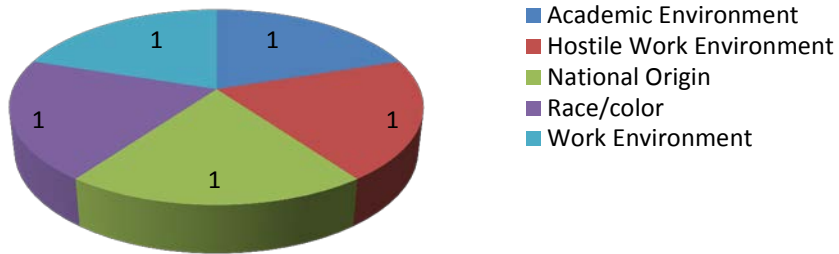# 2014 Complaint Data by Approach

Unknown Gender

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	1	0	0	0	1
Hostile Work Environment	1	0	0	0	1
National Origin	1	0	0	0	1
Race/color	1	0	0	0	1
Work Environment	1	0	0	0	1
Total	**5**	**0**	**0**	**0**	**5**

Unknown Gender by Basis

- Academic Environment
- Hostile Work Environment
- National Origin
- Race/color
- Work Environment

2014 Complaint Data by Basis

Students

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	8	0	1	0	9
Age	1	0	0	0	1
Communication	1	0	0	0	1
Disability	5	0	0	1	6
Gender	1	0	0	0	1
Hostile Work Environment	2	0	0	0	2
Race/color	6	0	1	0	7
Religion/creed	1	0	0	0	1
Sexual Assault	8	0	11	0	19
Sexual Harassment	21	0	12	0	33
Sexual Orientation	1	0	0	0	1
Title IX*	10	0	5	0	15
Total	**65**	**0**	**30**	**1**	**96**

*Pursuant to federal requirements, the above Title IX complaints include relationship and dating violence – assault and battery incidents between people who are married, dating, family or friends. See all Title IX complaints below.

Student by Basis

Legend:
- Academic Environment
- Age
- Communication
- Disability
- Gender
- Hostile Work Environment
- Race/color
- Religion/creed
- Sexual Assault
- Sexual Harassment
- Sexual Orientation
- Title IX

Title IX Complaints

Legend:
- Relationship violence
- Sexual Assault
- Sexual Harassment
- Stalking
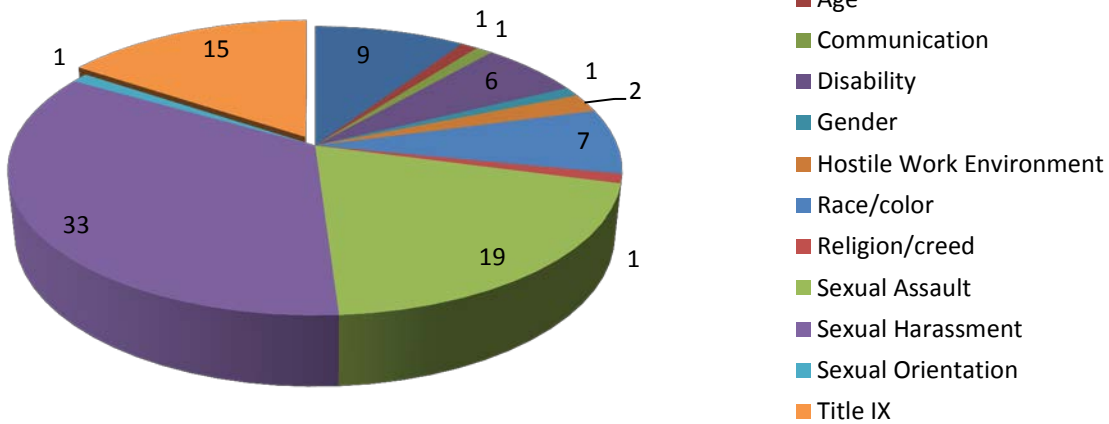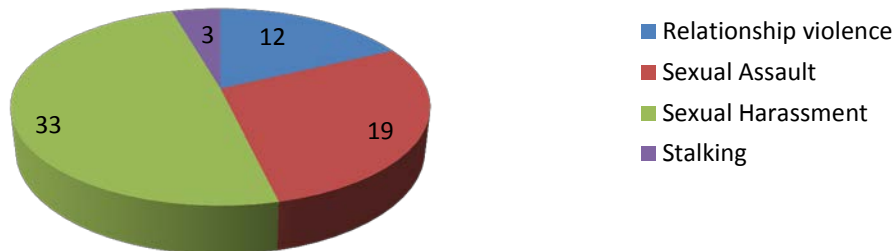
2014 Complaint Data by Basis

Faculty

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	0	1	0	0	1
Age	1	1	0	0	2
Communication	2	0	0	0	2
Disability	7	0	0	0	7
Employment	1	0	0	0	1
Equity Review	0	0	2	0	2
Gender	1	1	1	0	3
Hostile Work Environment	4	0	4	1	9
National Origin	1	0	0	1	2
Other	1	0	0	0	1
Race/color	3	0	1	0	4
Religion/creed	1	0	0	1	2
Retaliation	0	0	1	1	2
Sexual Harassment	1	0	2	0	3
Veteran Status	1	0	0	0	1
Work Environment	2	0	2	0	4
Total	**26**	**3**	**13**	**4**	**46**

Faculty by Basis

- Academic Environment
- Age
- Communication
- Disability
- Employment
- Equity Review
- Gender
- Hostile Work Environment
- National Origin
- Other
- Race/color
- Religion/creed
- Retaliation
- Sexual Harassment
- Veteran Status
- Work Environment
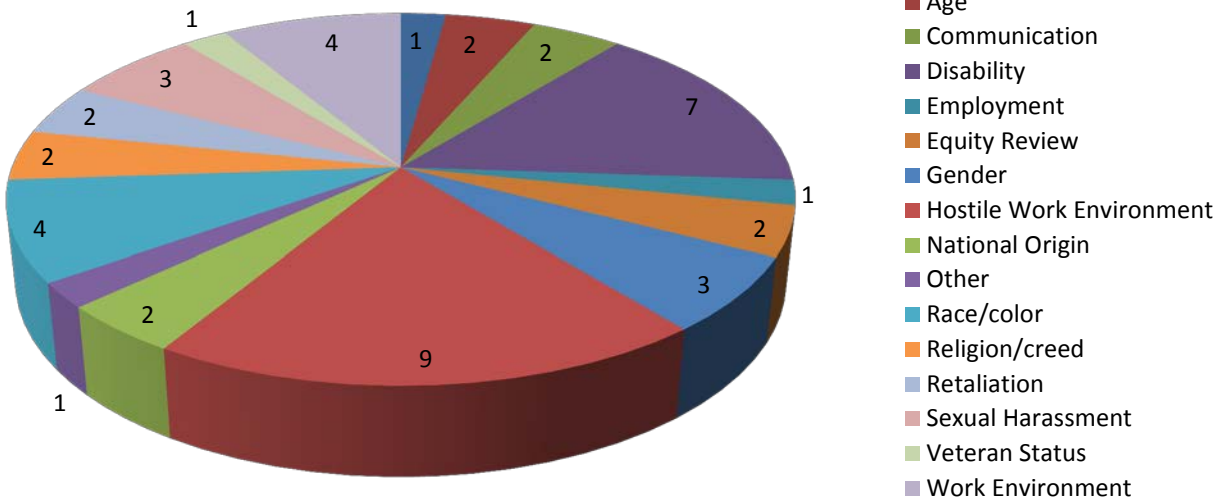
2014 Complaint Data by Basis

Staff

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	1	0	0	0	1
Age	1	0	2	2	5
Communication	2	0	0	0	2
Compensation	2	0	1	0	3
Disability	15	0	0	0	15
Equity Review	0	0	2	0	2
Gender	1	0	1	1	3
Hostile Work Environment	8	0	2	0	10
Human Resources-Related	6	0	2	0	8
Marital Status/Pregnancy	1	0	1	0	2
National Origin	1	0	0	0	1
Other	1	0	0	0	1
Performance	4	1	0	0	5
Race/color	6	0	0	2	8
Religion/creed	0	0	1	0	1
Retaliation	4	0	3	2	9
Sexual Assault	0	0	1	0	1
Sexual Harassment	2	0	1	0	3
Sexual Orientation	1	0	0	0	1
Veteran Status	0	0	1	0	1
Violence in Workplace	1	0	0	0	1
Work Environment	4	0	0	0	4
Total	**61**	**1**	**18**	**7**	**87**

Staff by Basis

Legend:
- Academic Environment
- Age
- Communication
- Compensation
- Disability
- Equity Review
- Gender
- Hostile Work Environment
- Human Resources-Related
- Marital Status/Pregnancy
- National Origin
- Other
- Performance
- Race/color
- Religion/creed
- Retaliation
- Sexual Assault
- Sexual Harassment
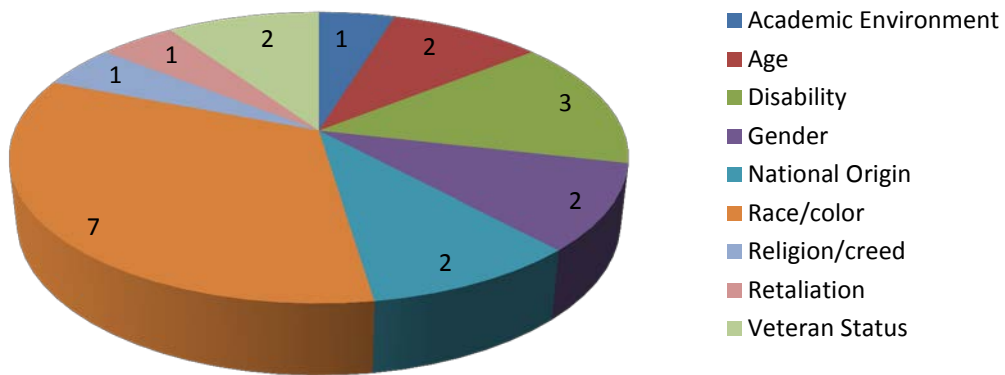- Sexual Orientation
- Veteran Status
- Violence in Workplace
- Work Environment
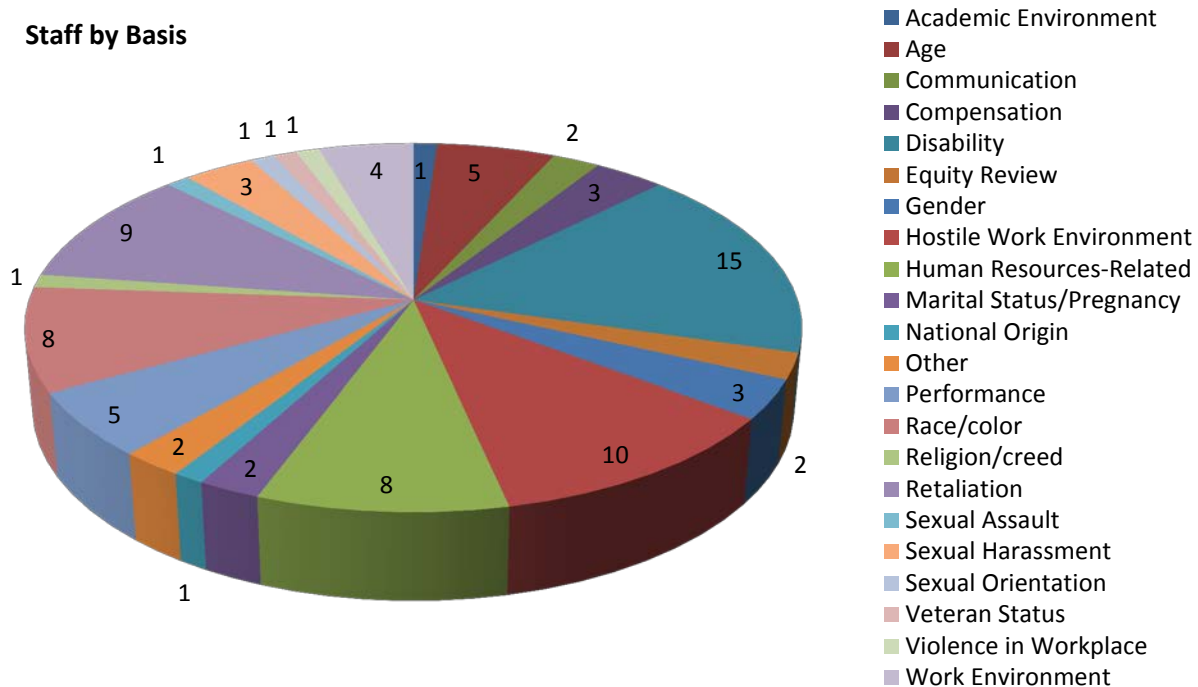
2014 Complaint Data by Basis

Visitor/Other

	Consult	Mediate	Investigate	Agency	Total
Academic Environment	1	0	0	0	1
Age	1	0	0	1	2
Disability	3	0	0	0	3
Gender	2	0	0	0	2
National Origin	1	0	0	1	2
Race/color	4	0	0	3	7
Religion/creed	1	0	0	0	1
Retaliation	0	0	0	1	1
Veteran Status	1	0	0	1	2
Total	**14**	**0**	**0**	**7**	**21**

Visitor/Other* by Basis

- Academic Environment
- Age
- Disability
- Gender
- National Origin
- Race/color
- Religion/creed
- Retaliation
- Veteran Status

* "Other" refers to applicants, former students, former employees, vendors, visitors, IU Hospital staff, patients, etc. that work with or receive services from IUPUI employees.

Five-Year Snap Shot

Sexual Assault/Sexual Harassment

	2014*	2013	2012	2011	2010
Consult	32	8	15	24	16
Mediate	0	0	0	0	0
Investigate	27	8	6	5	1
Agency	0	1	0	0	0
Total	**59**	**17**	**21**	**29**	**17**

*Pursuant to federal requirements, the Title IX complaints above only include sexual assault and sexual harassment. Of the 59 cases of sexual assault and sexual harassment, three were faculty related complaints, four complaints were from staff, and 52 involved students.

**Sexual Assault/Sexual Harassment Five-year Summary**
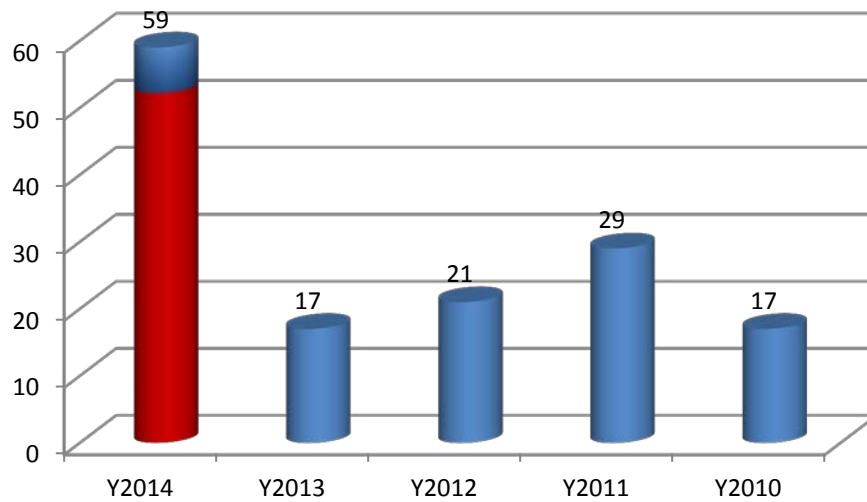
Reasonable Accommodations

In accordance with the Americans with Disabilities Act Amendments Act of 2008 (ADAAA), the Office of Equal Opportunity works to ensure that individuals with a qualifying disability are afforded a reasonable accommodation to perform the essential functions of their jobs and/or perform in the classroom. Reasonable accommodations are provided in collaboration with supervisors, faculty, staff, students, Adaptive Educational Services, and the Department of Occupational Health Services.

The OEO also investigates complaints of discrimination under the ADAAA and works with schools and departments to remedy those allegations. During 2014 the OEO processed reasonable accommodations or accessibility requests for three faculty, fourteen staff and three students.

Accommodation/Accessibility

- Faculty
- Staff
- Students
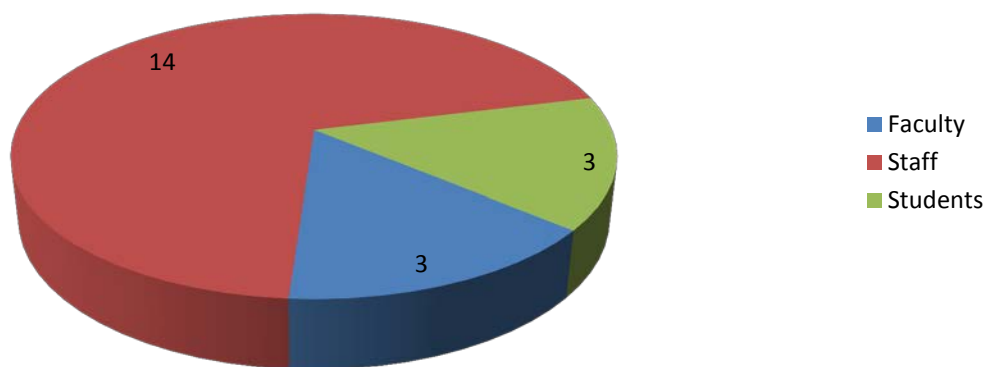
Program Development and Training

Title IX/VAWA/Clery
Title IX of the Educational Amendments Act of 1972 prohibits discrimination on the basis of sex in education programs and services and defines sexual violence as a type of sex discrimination. The Clery Act requires IUPUI to collect and publish campus crime statistics and publish policy statements in our annual security report. The Clery Act also requires that the University adopt an emergency notification system, response and testing procedures, and provide timely warnings to the community. The Violence Against Women Reauthorization Act or "VAWA" requires us to report domestic violence, dating violence, stalking, and other crimes mandated by the Clery Act and to adopt certain student discipline procedures and policies to address and prevent campus sexual violence.

Last year the OEO partnered with Student Affairs to deliver campus-wide training encompassing Title IX, the Clery Act and VAWA requirements to approximately **725 employees.** The OEO is currently working to roll-out an on-line module for this purpose. The institutional governances will work in collaboration to help eliminate harassment, sexual harassment, and sexual misconduct against students.

In 2014 the OEO received 64 Title IX complaints (containing 72 bases) which included complaints of relationship violence, sexual harassment, stalking and sexual assault.

Unlawful Harassment Prevention
In 2011, the OEO rolled out its on-line Unlawful Harassment Prevention (UHP) modules, formerly known as Preventing Sexual Harassment. This training program was designed to educate users about sexual harassment, University policy and the law. The program modules incorporate relevant scenarios with an exam and certificate upon successful completion. Each University employee is required to complete the training or a refresher course every three years. The first year approximately 7,550 employees completed the on-line module. From 2012 through 2013, 4,892 employees completed the module. In 2014, the majority of the original training requirements expired; hence, a larger-than-usual number of employees (3,894) completed the original module or the refresher course. To-date, 16,336 certificates of completion for the original module or the refresher course has been logged. The UHP modules can be accessed through the training tab on OEO's website.

Search and Screen Protocols
The OEO implemented and maintains on-line Search and Screen Protocols to assist faculty, staff and students when participating as a search committee member.   As an employer, IUPUI has an obligation to ensure fairness and equity in every search process. Open searches are important to our demonstration that diversity is an educational value. This is something that we ascribe to as a University and full, fair and open searches help us to achieve that goal.

Search and screen protocols can be accessed at http://www.iupui.edu/~oeo/sstraining/index.html or through the training tab on the OEO's website.

The training is divided into five distinct modules:

1. *"Search Process"* module is intended as a general guide to the recruitment, selection and appointment process as monitored by IUPUI's Office of Equal Opportunity.

2. *"Quick Tips – Guidelines for Pre-employment Inquiries"* module provides information about the do's and don'ts as they relate to the formal interview as well as informal discussions with candidates.

3. *"Hiring with the Americans with Disabilities Act Amendments Act in Mind"* speaks to affirmative and negative phrases regarding disabilities, provides general tips about the appropriate manner in which to interact with people with a disability, and provides guidelines for communicating with individuals with various disabling conditions.

4. *"Cultural Norms"* module explores some aspects of culture that candidates bring into the interview process and how some of what tends to get in our way is grounded in culture.

5. *"Rater Errors"* focus on the biases that we bring and attribute to individuals as we engage in the search and screen process.

Mediation Workshop
The Office of Equal Opportunity partners with the Office for Civil Community and Intergroup Dialogue to deliver *Mediation Training* to interested staff and faculty whose role may require assisting others in conflict resolution. Last year, nearly 60 employees, students and campus community members completed the training or continued developing mediation skills. Moreover, approximately 150 campus and community constituents have completed the 5-day workshop to-date.
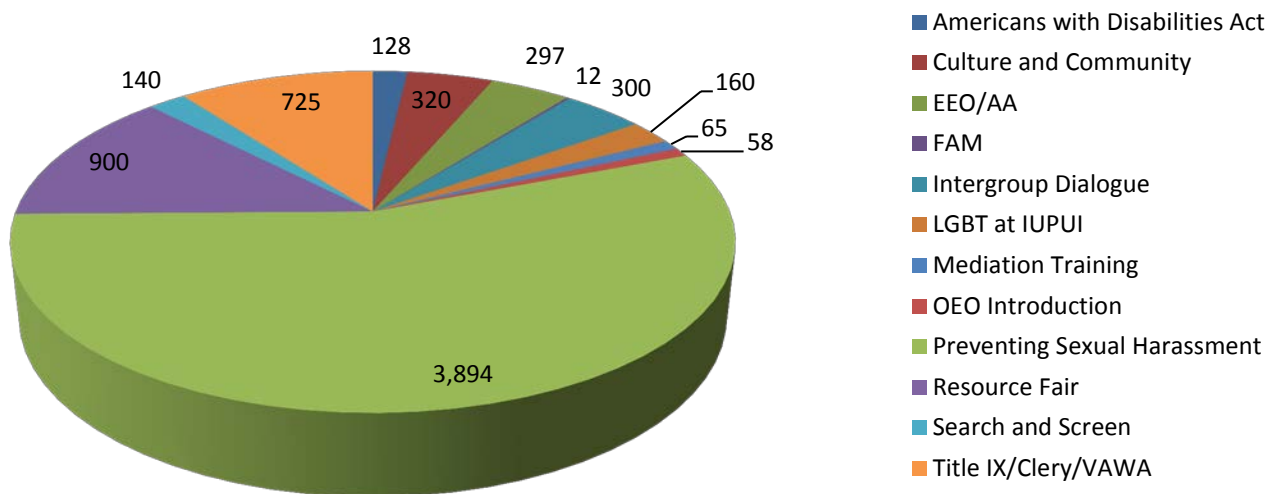
The OEO staff dedicates a significant amount of time to developing and implementing workshops and presentations designed to increase and enhance the awareness of the campus community in the areas of equal opportunity, diversity, equity and inclusion. Through these efforts, various training programs were presented to approximately *6,999 campus and community constituents.*

2014
Participant Data by
Training and/or Presentations

	Faculty	Staff	Student	Community	Total
Americans with Disabilities Act	32	96	0	0	128
Culture and Community	11	49	185	75	320
EEO/AA	32	75	0	190	297
FAM	0	12	0	0	12
Intergroup Dialogue	110	190	0	0	300
LGBT at IUPUI	35	125	0	0	160
Mediation Training	8	51	0	6	65
OEO Introduction	6	52	0	0	58
Preventing Sexual Harassment	1,278	1,651	965	0	3,894
Health and Benefits Resource Fair	18	882	0	0	900*
Search and Screen	69	71	0	0	140
Title IX/Clery/VAWA	64	661	0	0	725
Total	**1,663**	**3,915**	**1,150**	**271**	**6,999**

* HRA Health and Benefits Fair attendance is estimated at approximately 900.

Training and Presentations

Legend:
- Americans with Disabilities Act
- Culture and Community
- EEO/AA
- FAM
- Intergroup Dialogue
- LGBT at IUPUI
- Mediation Training
- OEO Introduction
- Preventing Sexual Harassment
- Resource Fair
- Search and Screen
- Title IX/Clery/VAWA

Liaison to Federal and State Agencies

The Office of Equal Opportunity is involved in federal, state, local and national organizations related to its regulatory responsibilities including Indiana Industry Liaison Group (an alliance between the OFCCP, Department of Labor, and major federal contractors), Diversity Roundtable, the American Association of Blacks in Higher Education, Society for Human Resource Management, and the American Association for Access, Equity & Diversity. Additionally, the office works with and responds to all federal and state compliance agencies such as the U.S. Department of Labor, U.S. Department of Education's Office for Civil Rights, Equal Employment Opportunity Commission, and the Indiana Civil Rights Commission when discrimination or harassment charges are filed against the University.

Goals and Objectives

The Office of Equal Opportunity was *successful in completing the following goals for 2014:*

- Obtained endorsement from campus constituents to reinstate IUPUI's Campus Civility Statement
- Continued on-going support of the Common Theme initiative – "Find Your Voice and Hear My Voice – Creating Civil Conversation"
- Revamped the exit interview tool to garner specific information for the professional schools (medicine, dentistry, nursing, and science)
- Reaffirmed EEO policy and campus-wide Labor Law poster update
- Continued on-going campus-wide monitoring of Preventing Sexual Harassment training mandate
- Conducted campus-wide Title IX/VAWA – Sexual Misconduct training

The OEO *identified goals and objectives for 2015* that include:

- Redesign the "Cultural Competency" Search and Screen module
- Complete the Service with Distinction Process – Search and Screen (U-OLA)
- Move towards the next-generation web-based faculty applicant tracking process with PeopleAdmin
- Incorporate situational vignettes into the existing online Search and Screen modules
- Obtain campus support to reinstate the IUPUI Civility Statement and roll-out campus-wide
- Embed the legacy of IUPUI's Common Theme into the campus culture (Creating Civil Conversations)
- Lead faculty and staff salary equity studies

Equal Opportunity Policy Reaffirmation

Diversity at IUPUI is a process of inclusion that will allow our university to increasingly strengthen its leadership role in the 21st century. Through the complete integration of diversity into all of the university's core activities, we will unleash the dynamic potential of the entire community. In essence, new ideas and concepts that flow from diversity are vital to our quest of being considered a premiere top-tier world-class institution.

Having diversity in classrooms, research labs, clinical practice settings, and places of work are essential to the fundamental work of the university. If students are to learn, they must be encouraged to ask questions, seek knowledge from those with whom they disagree, and take part in open and honest debate. The ability to learn from and use diverse perspectives is instrumental to constructive problem solving and good citizenship, so it is essential that the campus have an environment that encourages interaction among individuals of diverse backgrounds. Our employees, too, expect and deserve to work in a healthy, supportive atmosphere that respects differences.

To help accomplish this, the Trustees of Indiana University adopted an equal opportunity and affirmative action policy that is based on resolutions dating from 1969 and reaffirmed unanimously in 1995. The trustees stated, "In reaffirming this policy, which has served us well, we must advocate and perpetuate performance which reflects this commitment. We must and will hold ourselves accountable for our decision and action."

Each year, IUPUI reaffirms its commitment to this policy and to observing requirements embodied in federal and state laws, executive orders, guidelines, and regulations designed to promote affirmative action and assure equal opportunity. As part of that reaffirmation, we expect deans, directors, and others who have administrative responsibility and authority to carry out the policies of the trustees and to pursue our shared diversity goals effectively. In addition, individual employees are to display an attitude of collaboration and cooperation by performing their duties in a manner that clearly reflects the principle of equal opportunity in every aspect of university life.

Our policy at IUPUI prohibits discrimination against anyone for reasons of race, color, religion, national origin, sex, sexual orientation, gender identity, marital status, age, disability, and covered veterans. We work diligently to uphold the spirit of the letter of this policy. We will continue to promote and provide equal opportunity in education and training programs, employment, admissions, and all other activities for faculty, staff, and students. All personnel actions, such as compensation and fringe benefits, transfer, promotion, training for employees, as well as all university-sponsored social and recreational programs, will be administered in accordance with the following policies:

1. Non-Discrimination/Equal Opportunity/Affirmative Action policy:
   http://policies.iu.edu/policies/categories/administration-operations/equal-opportunity/Equal-Opportunity-Affirmative-Action.shtml

2. Sexual Misconduct policy:
   http://policies.iu.edu/policies/categories/administration-operations/equal-opportunity/sexual-misconduct.shtml

enforced by the Equal Employment Opportunity Commission (EEOC)

1. Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, religion, sex and national origin.

    a. The Pregnancy Discrimination Act

    b. Sexual Harassment

2. The Equal Pay Act of 1963 (EPA)

3. The Age Discrimination in Employment Act of 1967 (ADEA)

4. Title I of the Americans with Disabilities Act of 1990 (ADA)

5. Sections 102 and 103 of the Civil Rights Act of 1991

6, The Genetic Information Nondiscrimination Act of 2008 (GINA)

7. Sections 501 and 505 of the Rehabilitation Act of 1973

Laws enforced by the Office of Federal Contract Compliance Programs (OFCCP)

1. Executive Order 11246 – requires that IUPUI take affirmative action to ensure that equal opportunity is provided in all aspects of their employment.

2. Section 503 of the Rehabilitation Act of 1973, as amended requires that IUPUI take affirmative action to employ and advance in employment qualified individuals with disabilities.

3. Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended requires that IUPUI take affirmative action to employ and advance in employment qualified special disabled veterans, veterans of the Vietnam era and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized.

Laws enforced by the United States Department of Labor (DOL)

Title IX, Education Amendments of 1972 states that no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Individuals who have concerns or questions regarding the University's compliance under any of the above regulations should contact the Office of Equal Opportunity. Complaints will be handled promptly with the purpose of an equitable resolution. Responsibility for coordinating, communicating, interpreting, and monitoring equal opportunity policies resides with Dr. Kim D. Kirkland, director of the Office of Equal Opportunity at IUPUI. This office maintains a comprehensive program for handling complaints and is located in Lockefield Village, 980 Indiana Avenue, Room 1164. For copies of the official university policies, for information on these policies, or for complaint procedures call (317) 274-2306.

Indiana University
Office of Equal Opportunity
980 Indiana Avenue, Suite 1164
Indianapolis, IN 46202
Phone: 317.274.2306
Fax: 317.274.3963