

## IUPUI EQUAL OPPORTUNITY REAFFIRMATION

*Memorandum to IUPUI Faculty, Staff, and Students from Chancellor Charles R. Bantz on May 1, 2004*

**A**t IUPUI, diversity means three things:

- 1) diversity is an educational and social asset to be reflected in our learning and work objectives;
- 2) the persons who comprise our academic community reflect both the current diversity of our service region as well as the evolving demographics of a state and city that aspire to participate fully in a global society; and
- 3) IUPUI's social and physical environment will enable all of its members to succeed to the fullest extent of their potential.

*(Vision for Diversity at IUPUI, Adopted 2001)*

**H**aving 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.

**T**o 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."

**E**ach 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.

**O**ur 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 this policy.

Indiana University has established policies in compliance with the laws that prohibit actions in the IU community such as:

Laws enforce 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 enforce 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.  
<http://www.dol.gov/ofccp/regs/statutes/eo11246.htm>
- 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.  
[http://www.dol.gov/ofccp/regs/compliance/ca\\_503.htm](http://www.dol.gov/ofccp/regs/compliance/ca_503.htm)
- 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.

[http://www.dol.gov/ofccp/regs/compliance/ca\\_vevraa.htm](http://www.dol.gov/ofccp/regs/compliance/ca_vevraa.htm)

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

- 1) 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.

<http://www.dol.gov/oasam/regs/statutes/titleIX.htm>

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, Rm 1164. For copies of the official university policies, for information on these policies, or for complaint procedures, call (317) 274-2306.