

Non-Discrimination/Equal Opportunity/Affirmative Action

UA-01



About This Policy

Effective Date:

11-21-1969

Last Updated:

10-09-2014

Responsible University Office:

Office of Affirmative Action

Responsible University Administrator:

Board of Trustees, Indiana University

Policy Contact:

Julie Knost

University Director, Office of Affirmative Action

affirm@indiana.edu

Emily Springston

University Title IX Coordinator

titleix@iu.edu

Related Information

* Title IX Regulations – Department of Education, 34 C.F.R. § 106.1 et seq.

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Scope

This policy applies to members of the Board of Trustees, all employees of the university including administrators, faculty, staff, temporary; and to all students.

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Policy Statement

Indiana University pledges itself to continue its commitment to the achievement of equal opportunity within the University and throughout American society as a whole. In this regard, Indiana University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications. Indiana University prohibits discrimination based on arbitrary considerations of such characteristics as age, color, disability, ethnicity, sex, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status.

As required by Title IX of the Education Amendments of 1972, Indiana University does not discriminate on the basis of sex in its educational programs and activities, including employment and admission. Questions specific to Title IX may be referred to the Office for Civil Rights or the University Title IX Coordinator.

Indiana University shall take affirmative action, positive and extraordinary, to overcome the discriminatory effects of traditional policies and procedures with regard to the disabled, minorities, women, and veterans.

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Additional Contacts

Title IX Deputy Coordinators

Campus	Contact	Phone	Email
IUB	Jason Casares, Associate Dean of Students & Director of Student Ethics	812-855-5419	jacasare@indiana.edu
IUB	Carol McCord, Associate Dean of Students	812-855-8187	camccord@indiana.edu
IUPUI	Kim Kirkland, Director, Office of Equal Opportunity	317-274-2306	kirkland@iupui.edu
IUE	Andrew Lenhardt, Human Resources Director	765-973-8232	alenhard@iue.edu
IUK	Gerry G. Stroman, Affirmative Action Officer	765-455-9221	gastroman@iuk.edu
IUN	Ida Gillis, Director, Office of Affirmative Action	219-980-6853	ilgillist@iun.edu
IUS	Darlene P. Young, Director, Office of Equity and Diversity	812-941-2306	eqdiv@ius.edu
IUSB	Susan Lee, Director of Affirmative Action	574-520-4524	leesus@iusb.edu

Affirmative Action Offices

Campus	Contact	Phone	Email
IUB	Julie Knost, University Director, Office of Affirmative Action	812-855-7559	
IUPUI	Kim Kirkland, Director, Office of Equal Opportunity	317-274-2306	kirkland@iupui.edu
IUE	Patty Crawford, Special Assistant to the Chancellor	765-973-8625	pajames@iue.edu
IUK	Gerry G. Stroman, Affirmative Action Officer	765-455-9221	gastroman@iuk.edu
IUN	Ida Gillis, Director, Office of Affirmative Action	219-980-6853	ilgillist@iun.edu
IUS	Darlene P. Young, Director, Office of Equity and Diversity	812-941-2306	eqdiv@ius.edu
IUSB	Susan Lee, Director of Affirmative Action	574-520-4524	leesus@iusb.edu

Office for Civil Rights

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Website: <http://www2.ed.gov/about/offices/list/ocr/index.html>

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History

This policy was approved by the Board of Trustees, November 21, 1969;

Amended, Board of Trustees, December 4, 1992;

Reaffirmed, Board of Trustees, September 17, 2002;

Amended, Board of Trustees, June 12, 2009;

Title modified and scope added, July 8, 2014;

Additional contacts added, September 22, 2014;

Amended to include reference to Title IX of the Education Amendments of 1972, Board of Trustees, October 9, 2014