

IUPUI AFFIRMATIVE ACTION OFFICE

IUPUI FACULTY COUNCIL ANNUAL REPORT

May 6, 2008

**Lillian Charleston
Affirmative Action Officer**

The work of the IUPUI Affirmative Action Office is guided by federal and state statutes for equal employment opportunity, non-discrimination, and affirmative action. Federal and state rules relative to Equal Opportunity and Affirmative Action protect the rights of all individuals to take and hold a job, engage in all activities of the University, and to advance free from discrimination on the basis of personal characteristics such as age, color, disability, national origin, race, religion, sex, or veterans' status. These statutes and guidelines stipulate that all individuals have the right to lodge a complaint if they feel they have been subject to discrimination, harassment, or retaliation. The IUPUI Equal Opportunity Policy and a listing of federal legislation and executive orders that affect institutions of higher education are contained in this report. As well, IUPUI has established policies, abides by these legal mandates, and strives to eradicate any existing discriminatory conditions or practices – whether intentional or inadvertent.

The U.S. Commission on Civil Rights has defined affirmative action as “any measure, beyond simple termination of a discriminatory practice, adopted to correct or compensate for past discrimination and to prevent discrimination from recurring in the future.” IUPUI is obliged by federal mandate to establish and implement procedures to identify where problems and barriers exist with respect to employment of minorities and women and to set goals to increase their employment in jobs where they are underrepresented as compared to their availability in the labor market. IUPUI also undertakes programs to encourage recruitment and outreach efforts targeted to specific women and minority groups, and training and other initiatives designed to improve the workplace environment.

Principle functions and responsibilities of the IUPUI Affirmative Action Office for 2007 are reported below and include:

Affirmative Action Plan Development

Employment Monitoring

Advocacy

Complaints and Grievances

Reasonable Accommodations

Program Development/Training

Liaison to Federal and State agencies on matters involving EEO/AA practices, policies, and charges of discrimination

I. AFFIRMATIVE ACTION PLAN:

Development of the IUPUI Affirmative Action Plan (AAP) is a major responsibility of the Affirmative Action Office. The AAP is a written document conforming to Executive Order 11246 regulations and guidelines promulgated by the Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor. The AAP is developed through a number of required data analysis components.

The AAP process begins with a “snap shot” of the workforce extracted from institutional data in October of each year. The October 2007 IUPUI workforce distribution for faculty and staff ranks is contained in this report.

The Affirmative Action Plan data analysis components and process include:

- Workforce Analysis: The Workforce Analysis is a profile of IUPUI’s approximately 9,000 employees by job category, race and gender. It is based on a number of reports organized by school/department and job categories and allows us to analyze patterns of employment by race and gender. The distribution of the IUPUI academic and staff workforce is contained in this report in Tables 1 and 2.
- Job Group Analysis: The Job Group Analysis summarizes the workforce by a set of broad occupational categories. It calculates race and sex counts by job title within each job group.
- Availability Analysis: The Availability Analysis identifies, from external sources, various labor pools from which the University recruits and selects employees that move into each of its job groups. Data from relevant sources are combined to produce weighted estimates of the number of women and minorities in each job category. Examples of availability sources include the number of PhDs by race and sex in various disciplines, professional data banks, and census data.
- Comparison of Incumbency to Availability: This analysis compares the current representation of minorities and women in our workforce to availability estimates to determine where we need to make greater efforts to reach parity and diversify the workforce.
- Goal Setting: Federal regulations require the University to set goals for job groups where the incumbency and availability statistics are not equal. The Affirmative Action Office meets with each dean/vice chancellor/major unit head to review their current workforce profile, identify opportunities for recruitment in the immediate future, and discuss efforts and strategies to meet workforce goals for women and minorities.
- 1. Unit Action Plan: Administrators are required to submit a Unit Action Plan outlining major efforts and strategies for reaching goals. The Unit Action Plan should also address specific outreach efforts to recruit minority and female faculty and staff, professional development opportunities for them, and opportunities for recruitment which are anticipated over the next several years. Finally, the Unit Action Plan should link components of the plan to IUPUI Diversity Performance Indicators.

The IUPUI Affirmative Action Plan is disseminated to key administrators at the conclusion of the process and is available for review.

II. EMPLOYMENT MONITORING:

Analysis of employment activity as it relates to hires, terminations, promotions, transfers, and demotions is required by Department of Labor regulations. The Affirmative Action Office captures and monitors recruitment, referral, screening and appointment data for each faculty and professional staff vacancy to ensure the continuity and integrity of hiring processes for all academic and professional positions. Employment data is maintained in the Affirmative Action Office's Staff Applicant Monitoring system (SAM) and Faculty Applicant Monitoring system (FAM). These systems, developed by the Affirmative Action Office, expedite searches and assure that we are capturing federally required data relative to all employment actions. To assist departments, staff is available to orient search committees. As well recruitment guidelines and a recruitment resources database are posted on the Affirmative Action Office website.

A summary of data for academic and professional staff in 2007 appointments and terminations is contained in Table 3. IUPUI appointed 247 academic employees in 2007 from a total of 2,379 applicants.

III. ADVOCACY

The Affirmative Action Office staff stays abreast of new legal developments and case law that affect equal opportunity, affirmative action and non-discrimination within the university. The office also advocates on behalf of "protected class" students, faculty and staff with respect to relevant employment and academic issues. Protected class groups include the disabled, minorities and women.

IV. COMPLAINTS AND GRIEVANCES

Responsibility for addressing complaints of discrimination or harassment (sex, race, religion, national origin, disability) is a major responsibility vested in the Affirmative Action Office by the Chancellor. Issues or concerns addressed by the office can be grouped into three categories:

Inquiries

Internal complaints of discrimination or harassment

External complaints of discrimination or harassment

Inquiries are issues, brought by complaining parties, which are addressed by the office--but may not rise to the level of a charge of discrimination or require an investigation. These issues generally involve exploratory meetings with individuals to understand their concerns, rights and responsibilities within the university environment, to offer advice on alternative solutions, and to identify appropriate resources for resolution. Internal

complaints are charges of discrimination filed with the Affirmative Action Office by faculty, staff, students, applicants, or visitors, and investigated to determine the merit of the claims. External complaints are charges of discrimination filed with outside compliance agencies such as the U.S. Equal Employment Opportunity Commission, Indiana Civil Rights Commission, U.S. Department of Justice, and U.S. Department of Education – Office for Civil Rights. External complaints are handled by the Affirmative Action Office on behalf of Indiana University.

IUPUI complaint data by basis, race, and gender are exhibited in Tables 4 & 5. In 2007, 136 new issues or complaints of discrimination were filed with the Affirmative Action Office. 54% of the complaints were filed by staff, 28% by students, and 7% by faculty. When analyzed by race, White complainants filed 40% of charges compared to 41% filed by African Americans. 65% of the complainants were female.

Trend data and graphs summarizing complaint activity for the period, 2002-2007, are also contained in this report as Tables 6 & 7. There were 700 complaints handled by the Affirmative Action Office during the six year period. Many complaints were filed on multiple bases resulting in a total of 816 different complaint issues. Of the complaint issues, one-third was filed on the basis of race, followed by almost a third on the basis of disability. By far the most prevalent harassment issue presented to the office was sexual harassment followed by racial harassment. The greatest number of discrimination or harassment charges continues to be filed on the basis of race.

When the trend data is viewed by year, race discrimination complaints continue to be a major concern. An analysis of race and gender complaints revealed that the greatest number was filed by African Americans and females.

V. REASONABLE ACCOMMODATIONS

The Affirmative Action Office is involved in the reasonable accommodation process for faculty, staff and students. Pursuant to the Americans with Disabilities Act of 1990 (ADA), the office works closely with supervisors, faculty, staff, students, Adaptive Educational Services, and the Department of Occupational Health Services to determine whether individuals with a disabilities are qualified under the law, and to ensure that they are afforded reasonable accommodations to perform their jobs or in the classroom. In 2007, the office facilitated the reasonable accommodation process for 27 individuals of whom 11 were staff and, 11 were students, and 2 were faculty. The Affirmative Action Office also investigates claims of discrimination under the ADA and works with schools and departments to remedy those claims.

VI. PROGRAM DEVELOPMENT AND TRAINING

Under the auspices of the Chancellor's Diversity Cabinet, the campus developed a vision for diversity and performance indicators to measure the degree to which IUPUI is achieving objectives for an inclusive workforce, student body, and curricula. The Affirmative Action Office is involved in the campus-wide initiatives for doubling diversity and addressing climate issues critical to the success and retention of minority and female faculty, staff and students, as well as the ongoing discussion on how to achieve diversity goals.

The Affirmative Action Office implemented an on-line Sexual Harassment training course for the campus community in 2004. The online course features modules to educate users regarding sexual harassment and applicable university policies and procedures, and the law. It incorporates scenarios relevant to faculty, staff, administrators, students, as well as the medical environment. It concludes with an exam and certificate of completion. The Sexual Harassment Online Training and exam can be accessed at www.aao.iupui.edu.

Staff is engaged in ongoing training initiatives which include supervisory training, orientation for search committees, and presentations to departments and academic classes. In 2000, former President Myles Brand mandated that all campuses provide compliance training to its supervisors. This training is mandatory for all supervisors throughout the University and is conducted in conjunction with Human Resources Administration and Risk Management.

The Compliance Training Series consists of six modules:

<u>Session Topic</u>	<u>Presenting Dept.</u>
<i>Fair Labor Standards Act</i>	Human Resources
<i>Equal Opportunity and Affirmative Action</i>	Affirmative Action
<i>Sexual Harassment</i>	Affirmative Action
<i>Family and Medical Leave Act</i>	Human Resources
<i>Americans with Disabilities Act</i>	Affirmative Action
<i>Workers Compensation</i>	Risk Management

The Affirmative Action Office delivers two thirds of the compliance training series. In addition to the compliance training, other workshops on a variety of EEO/AA topics were presented to students, faculty, staff and others. Through these efforts, training was presented to 501 participants. As well, an additional 237 individuals participated in the IUPUI Online Sexual Harassment Course, individualized FAM training or academic search committee orientation.

VII. LIAISON TO FEDERAL AND STATE AGENCIES

The Affirmative Action Office is very involved in organizations and activities related to our regulatory responsibilities. These include the Indiana Industry Liaison Group

(an alliance between the OFCCP, Dept. of Labor and major federal contractors), the Equal Employment Opportunity Commission, the Indiana Civil Rights Commission, the Indiana Affirmative Action Officers Association, and the American Association for Affirmative Action. Additionally, this office works with and responds to all federal and state compliance agencies when charges of discrimination or harassment are filed against the University.

GOALS AND OBJECTIVES:

In addition to current efforts, the Affirmative Action Office has identified goals and objectives for 2008. They include:

- Develop and implement additional strategies for greater diversity of the IUPUI workforce.
- Develop and implement strategies for addressing climate issues.
- Develop and implement additional training modules.
- Explore and develop a web based faculty application process.
- Refine the Disability Accommodation Request Process.

EQUAL OPPORTUNITY POLICY

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

At 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)

Having diversity in classrooms, research labs, clinical practice settings, and places of work is 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/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, marital status, age, disability, or status as Vietnam-era or special disabled veterans. 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 our equal opportunity policies.

I have assigned responsibility for communicating, interpreting, and monitoring this equal opportunity policy to Lillian Charleston, who directs the Affirmative Action office at IUPUI. This office maintains a comprehensive program which has been accepted by all relevant agencies of the federal government. It is located in the Administration Building, 355 North Lansing Street, Room 127. For copies of the official university policies, for information on these policies, to obtain them in alternative formats or languages, or for complaint procedures, call (317) 274-2306.

FEDERAL EQUAL EMPLOYMENT OPPORTUNITY LEGISLATION AFFECTING INSTITUTIONS OF HIGHER EDUCATION

1. Civil Rights Act of 1866 and 1871 – These two statutes are “early” civil rights laws enacted subsequent to the Civil War to protect the employment rights of racial minorities. Often used in conjunction with lawsuits alleging violations of Title VII. Enforced by the federal court systems
2. Equal Pay Act of 1963 – Prohibits an employer from paying persons of one sex at a different rate than persons of the other sex for jobs requiring substantially equal skill, effort, and responsibility. Back pay awards can be doubled if the employer’s violation is determined to be “willful.” Enforced by the Equal Employment Opportunity Commission (EEOC)
3. Civil Rights Act of 1964 (Title VI) – Prohibits discrimination on the basis of race, color, and national origin in all federally assisted programs. Affects student admissions, financial aid, athletics and academic programs. Enforced by the U.S. Department of Education’s Office for Civil Rights (OCR).
4. Civil Rights Act of 1964 (Title VII) – The major federal law prohibiting discrimination in employment. Title VII is one of the most comprehensive laws, and forbids discrimination based on race, sex, color, religion, or national origin. It covers all areas of the employment relationship, from advertising open positions through termination or retirement. Enforced by the EEOC.
5. Age Discrimination in Employment Act of 1967 (ADEA) – Prohibits employers from arbitrarily discriminating against persons over age 40 with regard to hiring, discharge, pay, promotions, fringe benefits and other employment decisions. The law is designed to promote fair treatment of older persons on the basis of ability rather than age. Enforced by the EEOC.
6. Executive Order 11246 – As amended by Executive Order 11375 – Requires employers accepting federal contracts to take affirmative action to increase employment opportunities for minorities and women. Employers with \$50,000 or more in federal contracts during a twelve month period must have a written affirmative action plan, including goals for achieving full utilization of women and minorities. Enforced by the U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP).
7. Education Amendments of 1972 (Title IX) – Prohibits sex discrimination in educational programs or activities in institutions with federal contracts, grants, and loans. Title IX is modeled after Title VI of the 1964 Civil Rights Act, and affects student admissions, financial aid, and academic programs. The greatest impact of the Title IX has probably been on intercollegiate athletic programs. Enforced by OCR.

FEDERAL EQUAL EMPLOYMENT OPPORTUNITY LEGISLATION AFFECTING INSTITUTIONS OF HIGHER EDUCATION (con't)

8. Rehabilitation Act of 1973 (Sections 503 and 504) – Prohibits discrimination against the disabled and requires institutions to take affirmative action to hire and promote qualified disabled persons and to make academic programs accessible to disabled students. Employers are not required to set hiring goals, but must recruit and fairly consider disabled persons for vacant positions. Institutions must also make “reasonable accommodation” to the physical or mental limitations of otherwise qualified students and employees, such as providing special equipment or modifying the job. The major impact of 503 and 504 has been on structural changes required to make facilities accessible. Enforced by the OFCCP and OCR.
9. Vietnam Era Veterans Readjustment Act of 1974(VEVRAA) – Prohibits discrimination in employment against disabled veterans and veterans of the Vietnam era by employers holding federal contracts exceeding \$10,000 annually. Requires employers to list all suitable employment openings with the state employment service. Amended by the Veterans Employment Opportunity Act of 1998 to extend protection to any veteran who served on active duty during a war or in an action for which a campaign badge was authorized. Enforced by OFCCP.
10. The Americans With Disabilities Act of 1990 (ADA) – While the earlier Rehabilitation Act applied only to organizations receiving federal funds, the ADA is more comprehensive, and covers nearly all public and private entities. It prohibits discrimination against qualified people with disabilities in public services, transportation, public accommodations, and telecommunications, as well as in employment, and requires reasonable accommodations be offered. Enforced by the EEOC and the Department of Justice.
11. The Civil Rights Act of 1991 – This omnibus legislation overturned or modified more than 25 Supreme Court decisions and provides for additional protection including punitive and compensatory damages (up to \$300,000) and jury trials for victims of intentional employment discrimination. It redefined the burden of proof in disparate impact cases, provides for remedies in “mixed motive” cases of discrimination, extended the period to file age discrimination complaints, encourages alternative means of dispute resolution, and established the “Glass Ceiling Commission.”
12. Immigration Reform and Control Act of 1986(IRCA) – Employers must verify both the identity and authorization to work in the United States of employees hired after November, 1986. By examining documents such as passport, birth certificate, social security card, etc. Verification must be done within three days of hire, and records (the “I-9”) must be kept. Employers are prohibited from discriminating on the basis of citizenship against lawfully resident non-citizens. Enforced by Immigration and Naturalization Service (INS).

**IUPUI AFFIRMATIVE ACTION OFFICE
2007 DATA
REFERENCE TABLES**

**IUPUI FACULTY HEADCOUNT
FALL 2007
(NUMBER AND PERCENT BY RACE AND SEX)**

Table 1

		White	Black	Asian	Hispanic	American Indian	Other/ Unknown	Grand Total	Percent
Tenure/Tenure-Track Faculty & Librarians	Female	381	27	45	16	0	0	469	31.9%
	Male	807	21	148	23	3	0	1,002	68.1%
	Total	1,188	48	193	39	3	0	1,471	100.0%
	Percent	80.8%	3.3%	13.1%	2.7%	0.2%	0.0%	100.0%	
* Non-Tenure Track Full-Time Faculty	Female	351	11	54	9	2	0	427	42.8%
	Male	430	22	97	21	1	0	571	57.2%
	Total	781	33	151	30	3	0	998	100.0%
	Percent	78.3%	3.3%	15.1%	3.0%	0.3%	0.0%	100.0%	
** Other Academic: Part-Time & Visiting Faculty	Female	643	41	109	14	1	0	808	51.0%
	Male	558	31	157	27	2	0	775	49.0%
	Total	1,201	72	266	41	3	0	1,583	100.0%
	Percent	75.9%	4.5%	16.8%	2.6%	0.2%	0.0%	100.0%	
Total Faculty	Female	1,375	79	208	39	3	0	1,704	42.1%
	Male	1,795	74	402	71	6	0	2,348	57.9%
	Total	3,170	153	610	110	9	0	4,052	100.0%
	Percent	78.2%	3.8%	15.1%	2.7%	0.2%	0.0%	100.0%	

Title Type			Title Type	
	Code	Title Type Description	Code	Title Type Description
* Titles Include:	CP1	Clinical Professor - Probationary	FG3	Acting Assistant Professor
	CP2	Clinical Assoc Prof - Probationary	FL5	Lecturer
	CP3	Clinical Asst Professor - Probationary	FL6	Senior Lecturer
	FC1	Clinical Professor	FT5	Lecturer Convertible to Ten-Trk
	FC2	Clinical Associate Professor	LP5	Lecturer - Probationary
	FC3	Clinical Assistant Professor	RS1	Senior Research Professor (Scientist/Scholar)
	FC4	Clinical Instructor	RS2	Associate Research Professor (Scientist/Scholar)
	FC5	Clinical Lecturer	RS3	Assistant Research Professor (Scientist/Scholar)
** Titles Include:	CV2	Visiting Clinical Associate Professor	FV3	Visiting Assistant Professor
	CV3	Visiting Clinical Assistant Professor	FV4	Visiting Instructor
	CV5	Visiting Clinical Lecturer	FV5	Visiting Lecturer
	FA1	Adjunct Professor	FV6	Visiting Scholar/Scientist
	FA2	Adjunct Associate Professor	FV8	Visiting Research Associate
	FA3	Adjunct Assistant Professor	LA2	Adjunct Associate Librarian
	FA4	Adjunct Instructor	LP3	Part-time Assistant Librarian
	FA5	Adjunct Lecturer	LV3	Visiting Assistant Librarian
	FP1	Part-time Professor	LV4	Visiting Affiliate Librarian
	FP2	Part-time Associate Professor	UAS	Academic Specialist
	FP3	Part-time Assistant Professor	UCD	Coordinator
	FP4	Part-time Instructor	UCH	Teacher
	FP5	Part-time Lecturer	UMD	Health Center Physician
	FV1	Visiting Professor	RSP	Post Doctoral Fellow
	FV2	Visiting Associate Professor	RSS	Research Associate

Notes:

Figures include academic administrators.

Figures include faculty on other campuses in system schools reporting to the IUPUI Chancellor.

Figures are derived from HRMS (PeopleSoft) as of October 2007.

IUPUI FACULTY HEADCOUNT
FALL 2007
(NUMBER AND PERCENT BY RACE AND SEX)

Table 2.

	Row Labels	W	B	A	H	I	Grand Total
A	F	381	27	45	16		469
	M	807	21	148	23	3	1002
B	F	351	11	54	9	2	427
	M	430	22	97	21	1	571
C	F	643	41	109	14	1	808
	M	558	31	157	27	2	775

**IUPUI Affirmative Action Office
Academic & Professional Staff
Recruitment, Appointments, and Terminations
January 01 - December 31, 2007**

Academic Summary

	2007	2006
Total Applicants	2,379	2,314
Total Appointments*	247	248
Pending Appointments*	15	15
Total Exceptions Approved	69	48
Total Exceptions Denied	1	1
Total Terminations	194	215

PA Staff Summary

	2007	2006
Total Applicants	10,133	9,169
Total Appointments	399	393
Pending Appointments	15	19
Total Exceptions Approved	23	11
Total Exceptions Denied	0	0
Total Terminations	244	228
Reclassifications	126	110

FACULTY	Male	Female	Unks	Total	Wht	Blk	Asn	Hsp	Ami	Unk	Grand Total
Applicants*	633	345	1,401	2,379	475	87	358	26	0	1,433	2,379
Appointments*	52	43	152	247	56	0	33	4	0	154	247
Pending Appointments*	5	1	9	15	3	0	3	0	0	9	15
Exceptions Granted	42	27	0	69	54	1	12	0	1	1	69
Terminations*	109	85	0	194	142	6	40	6	0	0	194

*Excludes Adjunct, Part-time, Postdoctoral, Visiting & Volunteer

PA STAFF	Male	Female	Unks	Total	Wht	Blk	Asn	Hsp	Ami	Unk	Grand Total
Applicants	3,110	5,925	1,098	10,133	5,561	1,897	541	165	34	1,935	10,133
Appointments	115	228	56	399	230	38	23	4	2	102	399
Pending Appointments	6	6	3	15	10	1	0	0	0	4	15
Exceptions Granted	6	17	0	23	18	2	2	0	0	1	23
Terminations	83	161	0	244	200	21	17	1	2	3	244
Reclassifications	45	81	0	126	102	10	10	3	0	1	126

Legend:

Wht: White Hsp: Hispanic
 Blk: Black Ami: American Indian
 Unks: Unknown Gender Unk: Unknown Ethnicity

Exceptions Granted:	
Programmatic Need	34
Qualifications (target of opportunity, research, experience, prior search)	13
Transfer	9
Transfer Funding	36

Applicant count based on recruitment for positions appointed 01/01/07 - 12/31/07.
 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.

Table 4

IUPUI Affirmative Action Office

Complaint Data by Activity

January, 2007 - December, 2007

Complaint Types:	<u>New Complaints</u>	<u>Complaints Closed</u>	<u>Pending on 12/31/07</u>
Inquiries	66	66	17
Internal Complaints	56	65	26
External Complaints	14	12	15
Total filed and closed:	136	143	

Complainant's Campus Relationship:	<u>Number of Complaints filed</u>	<u>Percentage of Total</u>
Faculty	10	7%
Staff	73	54%
Students	38	28%
Others	15	11%
Totals:	136	100%

Complainant's Gender:	<u>Male</u>	<u>Female</u>	<u>Group or Gender Unknown</u>
Faculty	8	8	0
Staff	27	56	0
Students	10	25	0
Others	2	0	0
Totals:	47	89	0

Table 5
IUPUI AFFIRMATIVE ACTION
Complaints of Discrimination

Summary by Basis

January, 2007 - December, 2007

	*EXTERNAL	INTERNAL	INQUIRY	TOTAL
Number of individual complaints filed:	14	56	66	136

(Because some complaints have multiple bases, number of issues exceed total complaints.)

Discrimination Issues Alleged:

	*EXTERNAL	INTERNAL	INQUIRY	TOTAL	PERCENTAGE
Race	10	12	18	40	38%
Color		2		2	2%
Gender		5	5	10	10%
Age	1	1	3	5	5%
Disability	2	14	23	39	38%
National Origin		2	3	5	5%
Religion	0	0	1	1	1%
Sexual Orientation	0	0	1	1	1%
Marital Status				0	0%
Pregnancy		1		1	1%
Vietnam/ Veteran Status				0	0%
Total	13	37	54	104	100%

Harassment Issues:

	*EXTERNAL	INTERNAL	INQUIRY	TOTAL	PERCENTAGE
Racial		3	4	7	25%
Sexual		20	0	20	71%
Sexual Orientation			1	1	4%
Religion				0	0.0%
Total	0	23	1	28	100%

	*EXTERNAL	INTERNAL	INQUIRY	TOTAL	PERCENTAGE
** Other Issues:	1	4	12	17	of the 136 cases filed
Total	1	10	12	23	17%

* External Agencies: Indiana Civil Rights Commission, Equal Employment Opportunity Commission, Department of Justice, and Department of Education Office of Civil Rights

** Other Issues: Most often alleged acts of retaliation

IUPUI Affirmative Action Office

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Complaints of Discrimination and Harassment

Trend Data

Summary by Basis

Jan, 2002 - December, 2007

	Year	2002	2003	2004	2005	2006	2007	Total
Number of individual complaints filed:		79	110	110	132	133	136	700

Discrimination Issues:

(Because some complaints have multiple bases, number of issues exceed total complaints.)

	2002	2003	2004	2005	2006	2007	Total
Race/Color	22	37	49	44	41	40	233
Gender	13	18	11	15	12	10	79
Age	3	8	2	3	16	5	37
Disability	12	23	26	28	26	39	154
National Origin	4	5	8	9	5	5	36
Religion		3	6	2		1	12
Sexual Orientation	1	1	4	3	4	1	14
Marital Status							0
Pregnancy			3		2	1	5
Vietnam/ Veteran Status				1	0		1
Sub-Totals	55	95	109	105	106	102	571

Harassment Issues:

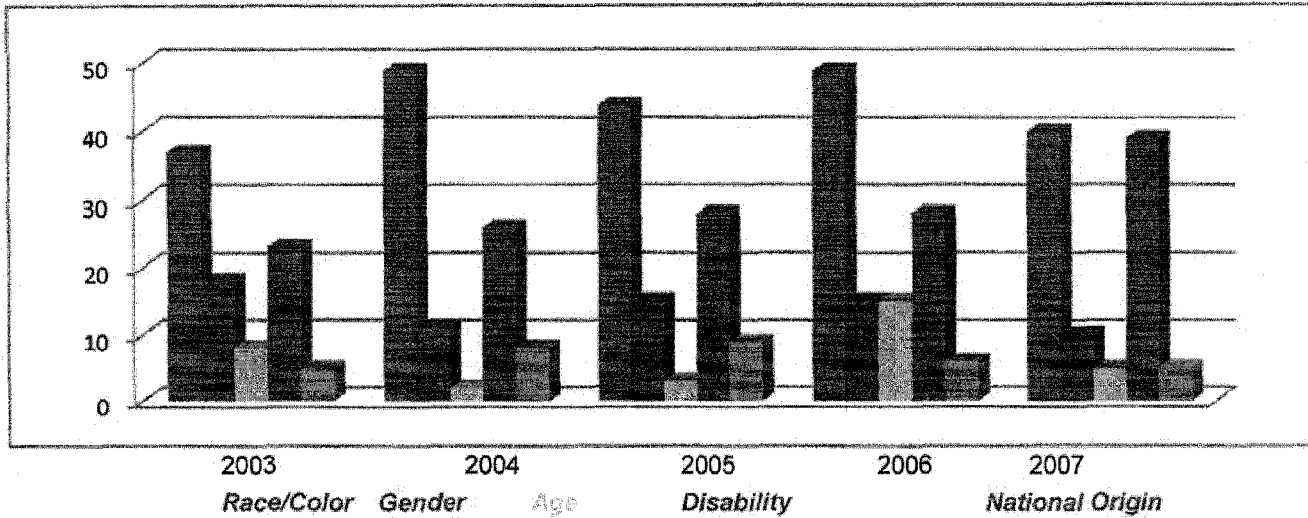
	2002	2003	2004	2005	2006	2007	Total
Racial	2	4	1	2	8	7	24
Sexual	15	18	20	24	31	20	128
Sexual Orientation	2	1	2	3	1	0	9
Religion				1	2	1	3
Sub-Totals	19	23	23	30	42	28	164

* Other Issues:	7	16	13	18	10	17	81
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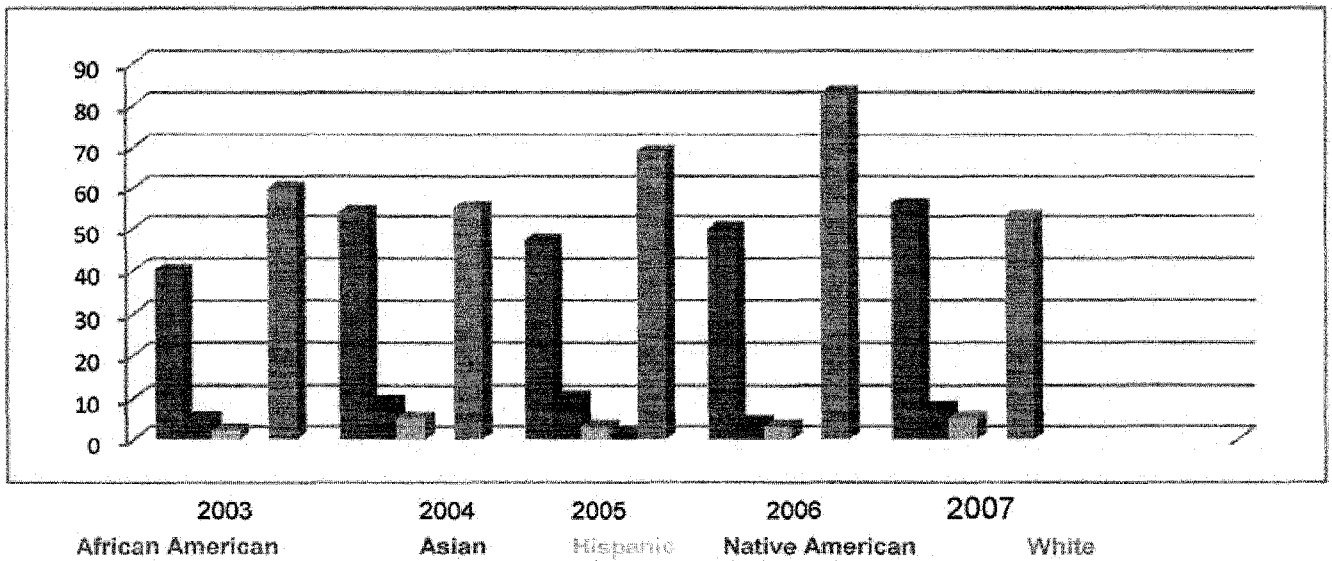
Grand Totals	81	134	145	153	158	147	816
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* Other Issues: Claims of retaliation and issues of non-discrimination.

Table 7
Complaints by Basis



Complaints by Race/National Origin



Complaints by Gender

