

# 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](mailto:affirm@indiana.edu)

Emily Springston

Chief Student Welfare &amp; Title IX Officer

[titleix@iu.edu](mailto:titleix@iu.edu)

## Related Information

\* [Report an Incident](#)\* [Title IX Regulations – Department of Education, 34 C.F.R. § 106.1 et seq.](#)

## Scope

### Policy Statement

### Additional Contacts

### History

[Back to top ↗](#)

## 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.

[Back to top ↗](#)

## 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.

[Back to top](#) ↗

## Additional Contacts

### Title IX Coordinator

Emily Springston  
 Chief Student Welfare & Title IX Officer  
 400 E. 7th Street  
 Poplars 833  
 Bloomington, IN 47405  
 812-855-4889  
[titleix@iu.edu](mailto:titleix@iu.edu)

### Title IX Deputy Coordinators

Campus	Contact	Phone	Email
IUB	Julie Knost, University Director of Affirmative Action	812-855-7559	<a href="mailto:jknost@indiana.edu">jknost@indiana.edu</a>
IUB	Carol McCord, Associate Dean of Students	812-855-8187	<a href="mailto:camccord@indiana.edu">camccord@indiana.edu</a>
IUB	Libby Spotts, Interim Director, Office of Student Ethics	812-855-5419	<a href="mailto:ethics@indiana.edu">ethics@indiana.edu</a>
IUPUI	Anne Mitchell, Interim Director, Office of Equal Opportunity	317-278-9230	<a href="mailto:amitch29@iupui.edu">amitch29@iupui.edu</a>
IUPUI	Brian Tomlinson, Assistant Dean and Director of Student Conduct	317-274-4431	<a href="mailto:betomlin@iupui.edu">betomlin@iupui.edu</a>
IUPUC	Sandra Miles, Director of Student Affairs	812-375-7525	<a href="mailto:smiles3@iupuc.edu">smiles3@iupuc.edu</a>
IUPUC	Anne Mitchell, Interim Director, Office of Equal Opportunity	317-278-9230	<a href="mailto:amitch29@iupui.edu">amitch29@iupui.edu</a>
IUE	Tracy Amyx, Director of Affirmative Action/EEOC Officer	765-973-8402	<a href="mailto:ttramyx@iue.edu">ttramyx@iue.edu</a>

IUK	Sarah Sarber, Chief of Staff/ Deputy Title IX Coordinator	765-455-9204	<a href="mailto:shawkins@iuk.edu">shawkins@iuk.edu</a>
IUN	Aneesah Ali, Director, Office of Equal Opportunity and Affirmative Action Programs	279-980-6853	<a href="mailto:aneeali@iun.edu">aneeali@iun.edu</a>
IUS	Darlene P. Young, Director, Office of Equity and Diversity	812-941-2306	<a href="mailto:eqdiv@ius.edu">eqdiv@ius.edu</a>
IUSB	Marty McCampbell, Director of Diversity and Affirmative Action	574-520-4524	<a href="mailto:mmccampb@iusb.edu">mmccampb@iusb.edu</a>

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	<a href="mailto:kirkland@iupui.edu">kirkland@iupui.edu</a>
IUE	Andrew Lenhardt, Human Resources Director	765-973-8232	<a href="mailto:alenhard@iue.edu">alenhard@iue.edu</a>
IUK	Sarah Sarber, Chief of Staff/ Deputy Title IX Coordinator	765-455-9204	<a href="mailto:shawkins@iuk.edu">shawkins@iuk.edu</a>
IUN	Aneesah Ali, Director, Office of Equal Opportunity and Affirmative Action Programs	279-980-6853	<a href="mailto:aneeali@iun.edu">aneeali@iun.edu</a>
IUS	Darlene P. Young, Director, Office of Equity and Diversity	812-941-2306	<a href="mailto:eqdiv@ius.edu">eqdiv@ius.edu</a>
IUSB	Marty McCampbell, Director of Diversity and Affirmative Action	574-520-4524	<a href="mailto:mmccampb@iusb.edu">mmccampb@iusb.edu</a>

Office for Civil Rights

U.S. Department of Education  
Office for Civil Rights  
Lyndon Baines Johnson Department of Education Bldg  
400 Maryland Avenue, SW  
Washington, DC 20202-1100

Telephone: 800-421-3481  
FAX: 202-453-6012; TDD: 800-877-8339  
Email: [OCR@ed.gov](mailto:OCR@ed.gov)  
Website: <http://www2.ed.gov/about/offices/list/ocr/index.html>

---

## 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