

Non-Discrimination/Equal Opportunity/Affirmative Action

UA-01



About This Policy

Effective Dates:

11-21-1969

Last Updated:

10-09-2014

Responsible University Administrator:

Board of Trustees, Indiana University

Policy Contact:

Julie Knost

University Director, Office of Affirmative Action

affirm@indiana.edu

Emily Springston

Chief Student Welfare & Title IX Officer

titleix@iu.edu

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.

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.

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.eduTitle IX Deputy Coordinators

IUB	Julie Knost, University Director of Affirmative Action	812-855-7559	jknost@indiana.edu
IUB	Carol McCord, Associate Dean of Students	812-855-8187	camccord@indiana.edu
IUB	Libby Spotts, Interim Director, Office of Student Ethics	812-855-5419	ethics@indiana.edu
IUPUI	Anne Mitchell, Interim Director, Office of Equal Opportunity	317-278-9230	amitch29@iupui.edu
IUPUI	Brian Tomlinson, Assistant Dean and Director of Student Conduct	317-274-4431	betomlin@iupui.edu
IUPUC	Sandra Miles, Director of Student Affairs	812-375-7525	smiles3@iupuc.edu
IUPUC	Anne Mitchell, Interim Director, Office of Equal Opportunity	317-278-9230	amitch29@iupui.edu
IUE	Tracy Amyx, Director of Affirmative Action/EEOC Officer	765-973-8402	ttramyx@iue.edu
IUK	Sarah Sarber, Chief of Staff/Deputy Title IX Coordinator	765-455-9204	shawkins@iuk.edu
IUN	Aneesah Ali, Director, Office of Equal Opportunity and Affirmative Action Programs	279-980-6853	aneeali@iun.edu
IUS	Darlene P. Young, Director, Office of Equity and Diversity	812-941-2306	eqdiv@ius.edu
IUSB	Marty McCampbell, Director of Diversity and Affirmative Action	574-520-4524	mmccampb@iusb.edu

Affirmative Action Offices

IUB	Julie Knost, University Director, Office of Affirmative Action	812-855-7559	affirm@indiana.edu
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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	Sarah Sarber, Chief of Staff/Deputy Title IX Coordinator	765-455-9204	shawkins@iuk.edu
IUN	Aneesah Ali, Director, Office of Equal Opportunity and Affirmative Action Programs	279-980-6853	aneeali@iun.edu
IUS	Darlene P. Young, Director, Office of Equity and Diversity	812-941-2306	eqdiv@ius.edu
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Office for Civil Rights

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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

Related Information

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