

IUPUI AFFIRMATIVE ACTION OFFICE

IUPUI FACULTY COUNCIL ANNUAL REPORT

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**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