

IUPUI
OFFICE OF THE CHANCELLOR
INDIANA UNIVERSITY-PURDUE UNIVERSITY

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Kenneth J. Falk
Legal Director
American Civil Liberties Union of Indiana
1031 E Washington St
Indianapolis IN 46202-3952

Adam Kissel
Director, Individual Rights Defense Program
Foundation for Individual Rights in Education
601 Walnut Street, Suite 510
Philadelphia, PA 19106

Dear Mr. Falk and Mr. Kissel:

This is in response to your recent letters concerning Mr. Keith Samson (i.e. Mr. Falk's letter dated March 24, 2008, and Mr. Kissel's letter dated March 28, 2008).

matter very seriously. IUPUI is committed to ensuring that its future approach to such matters is consistent with and affirms the long-standing commitment of this campus to the principles of freedom of expression, lifelong learning, and respect for the rights of all members of the IUPUI community. In the near future, IUPUI will be reexamining the campuswide affirmative action processes and procedures relating to internal complaints result in an improved process.

There are two other points in your recent letters to address. The first is whether the right of association have rise to any IUPUI human resources action against Mr. Samson. We have confirmed with IUPUI's Office of Human Resources Administration (HRA) that such action was taken. HRA is the campuswide office responsible for coordinating and taking personnel action. After Mr. Falk's initial communication to Associate Counsel Counsel Joe Scodro apprised us of the situation shortly after Ms. Charleston's first memo



Kenneth J. Falk
Adam Kissel
April 17, 2008
Page 2

Second, I can confirm that neither of Ms. Charleston's memos were ever part of Mr.

Successor personnel file as well should be in the future. Under applicable university

provisions, I am unable to disclose any information that would identify the individual

if you have any other questions or concerns, please do not hesitate to contact me.

Sincerely,



Charles R. Bantz
Chancellor

CRB:sec

cc: ✓ Joseph Scodro
Associate General Counsel