

**INDIANA UNIVERSITY BLOOMINGTON**  
**ENHANCED UNDERSTANDING OF CULTURAL DIVERSITY**  
(Approved: BFC 4/17/90, 12/01/2009)

1. The campus Provost should ensure the implementation of programs targeted at all incoming undergraduate and graduate students in which the behavioral norms set out in the Code of Student Ethics--specifically including behaviors related to cultural diversity and racial, ethnic, and gender discrimination-- are clearly described. To the extent possible, this program should be required and should take place at the earliest practicable time. Students who violate these standards should be subject to the complaint procedures of the code, which should be vigorously endorsed by the responsible administrators.

2. The faculty of each undergraduate degree-granting-unit should adopt a cultural diversity degree requirement appropriate to their curriculum. Adoption of a requirement which has a focus on the issues of cultural diversity and racial, ethnic, and gender discrimination within the context of the United States would be especially useful in achieving the objectives of these recommendations. In any event, courses which focus on diversity and discrimination in the United States should be among those which satisfy the requirement.

3. The Vice Provost for Faculty and Academic Affairs should implement a program targeted at all current faculty and librarians in which standards of conduct set out in the Academic Handbook--including those behaviors related to cultural diversity and racial and sexual discrimination--are highlighted. The program shall be repeated annually for new faculty and librarians.

Faculty and librarians who violate these standards should be subject to enforcement procedures associated with the Code of Academic Ethics, which should be vigorously enforced by responsible administrators.

4. The Dean of the University Graduate School should ensure the implementation of programs targeted at all new associate instructors on the Bloomington campus in which standards of conduct set out in the Academic Handbook--including those behaviors related to cultural diversity and racial, ethnic, and gender discrimination--are clearly described. Associate instructors who violate these standards should be subject to enforcement procedures associated with the Code of Academic Ethics, which should be vigorously enforced by the responsible administrators.

5. The Assistant Vice President for Human Resources should ensure the implementation of measures similar to Recommendations 3 and 4 which would apply to all other Bloomington campus employees.

6A. The target date for implementation of Recommendations 1, 2, 4, and 5 should be no later than the beginning of Fall Semester 1991.

6B. The faculty should act on Recommendation 2 during the 1990-91 academic year.

