



INDIANA UNIVERSITY
OFFICE OF INSTITUTIONAL EQUITY

January 3, 2020

Dr. Erik Rasmussen
Via Email: erasmuse@indiana.edu

Dear Professor Rasmussen,

The Office of Institutional Equity has received information indicating that you may have engaged in actions which, if true, could be in violation of IU's Code of Academic Ethics, Non-Discrimination policy and/or Sexual Misconduct policy. Specifically, it is alleged that you have engaged in harassing and discriminatory behavior towards students and employees in the academic and work environment, while a professor within the Department of Business Economics & Public Policy within the Kelley School of Business. Specific allegations include unwelcome comments based on race, sex, sexual orientation, and religion, which have created hostile academic and work environments.

Our office will be investigating these allegations pursuant to the procedures set forth in the Sexual Misconduct Policy, which can be accessed here: <https://policies.iu.edu/policies/ua-03-sexual-misconduct/index.html>. You will have the opportunity to share information related to the allegations and any possible witnesses during this process. Per the procedures, you have the right to have an advisor for these proceedings. Our office will be in touch with you in the near future to schedule an in-person meeting.

This letter is also to notify you that based on these allegations, you will be reassigned a new office location within the School, pending this investigation. The Dean's office will contact you shortly to discuss these logistics.

As a reminder, please note that federal law and University policy prohibit retaliation, in any way, against anyone who reports or assists in making a complaint of discrimination or harassment or who participates in the investigation of a complaint. Engaging in retaliatory behavior is a separate violation of University policy and federal law which can result in disciplinary action separate and apart from this investigation. For reference, anti-retaliation provisions can be found in the policy linked above, IU's Principles of Ethical Conduct (<https://principles.iu.edu/index.shtml>), and in 42 USC Sec. 2000e-3(a).

We appreciate your cooperation during this process.

Sincerely,

A handwritten signature in black ink, appearing to read "Emily Springston". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Emily Springston
University Director of Institutional Equity & Title IX

Cc: Eliza Pavalko, Vice Provost of Faculty & Academic Affairs
Idalene Kesner, Dean, Kelley School of Business
Jamie Prektert, Associate Dean of Academics, Kelley School of Business
Laureen Maines, Executive Associate Dean of Faculty and Research, Kelley School of Business
Jeff Prince, Chair, Business Economics and Public Policy, Kelley School of Business