

February 7, 2008

Keith Sampson
[REDACTED]

Indianapolis, IN 46208

AFFIRMATIVE ACTION
OFFICE



Dear Mr. Sampson:

This letter will replace my prior letter to you dated November 25, 2007.

I wish to clarify that my prior letter was not meant to imply that it is impermissible for you or to limit your ability to read scholarly books or other such literature during break times. There is no University policy that prohibits reading such materials on break time. As was previously stated, you are permitted to read such materials during appropriate times.

I also wish to clarify that my prior letter to you was meant only to address conduct on your part that raised concern on the part of your co-workers. It was the perception of your co-workers that you were engaging in conduct for the purpose of creating a hostile atmosphere of antagonism. Your perception was that you were reading a scholarly work during break time, and should be permitted to do so whether or not the subject matter is of concern to your coworkers.

I am unable to draw any final conclusion concerning what was intended by the conduct. Of course, if the conduct was intended to cause disruption to the work environment, such behavior would be subject to action by the University. However, because I cannot draw any final conclusion in this instance, no such adverse disciplinary action has been or will be taken in connection with the circumstances at hand.

Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Lillian Charleston".

Lillian Charleston
Affirmative Action Officer

cc: Joseph Scodro
Associate General Counsel