



Cornell University
Graduate and Professional
Student Assembly

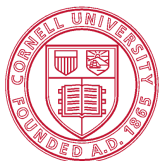
Cornell Graduate and Professional Student Assembly

Agenda for 28 November 2016

Bache Auditorium, Malott Hall

5:30 PM – 7:00 PM

- I. Call to Order
- II. Roll Call: 5 minutes
- III. Approval of the Minutes: 1 minute
 - a. Minutes for November 21, 2016
- IV. Presentations: 30 Minutes
 - a. Michael Kotlikoff, University Provost (30 Minutes)
 - b. Ulysses J. Smith, Lead Diversity and Inclusion Strategist, Department of Inclusion and Workforce Diversity (10 Minutes)
- V. Breakout Session by Division: 10 minutes
 - a. Work-Life Balance
- VI. Elections
 - a. Chair, Finance Commission (GPSAFC)
 - b. Chair, Appropriations Committee
- VII. Reports of Officers and Committee Updates: 10 minutes
 - a. Executive Committee
 - b. Operations
 - c. Appropriations
 - d. Communications
 - e. Finance
 - f. Student Advocacy
 - g. Diversity and International Students
 - h. Programming
 - i. Graduate School
- VIII. Open Forum: 4 minutes
- IX. Adjournment



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Minutes of the November 21, 2016 Meeting

5:30 PM – 7:00 PM

Bache Auditorium, Malott Hall

I. Call to Order

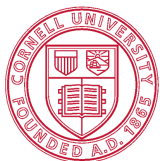
- a. N. Rogers called the meeting to order at 5:30 pm.
- b. *Members Present:* E. Case, J. Goldberg, M. Jodlowski, A. Loiben, J. Maynard, M. Munasinghe, L. Munguia, I. Smythe, T. Snider, Y. Tang, A. Waymack, E. Winarto.
- c. *Members Absent:* J. Bensur, T. Bollu, C. Franklin, S. Hesse, E. Michel, M. Milano.
- d. *Also Present:* M. Horvath, S. Affel.
- e. M. Munasinghe motioned to amend the agenda by adding a bullet for the academic calendar under the Breakout Session, moving Reports of Officers to after the Breakout Session, and moving the presentation of Sarah Affel to before Open Forum, there was no dissent, the motion was **approved**.
- f. J. Goldberg motioned to add Resolution 7 to New Business, there was no dissent, the motion was **approved**.

II. Approval of the Minutes

- a. A motion was made to approve the minutes of the November 7th meeting, there was no dissent, the minutes were **approved**.

III. First Presentation

- a. Michelle Horvath, Cornell's Judicial Administrator, then made her presentation. The JA does not handle 6.4 or academic integrity complaints. The office believes in "Freedom with responsibility," adult decisions come with adult consequences. She wants the process to be an educational process. There are different intervention techniques for each person. The JA has an online reporting form. Graduate Students as TAs hear things, they can report to the JA too.
- b. A. Gagnon asked if information should be relayed if they already told their bosses per departmental policy.
- c. M. Horvath responded that she does not know if it gets relayed. She said to follow the protocols in your office, but anyone can report through the alert process. Reporting in both cases is fine and encouraged.

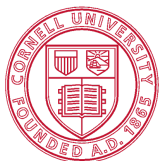


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- d. M. Munasinghe asked what changes are happening to transcript notations.
- e. M. Horvath responded that under state law certain things that have to be noted on transcripts. The Code of Conduct didn't provide for a notation of transcripts, and the office was concerned that it wasn't codified. She went to the CJC to have it codified. There are three groups of conduct: 1) alcohol/drug use [minor offenses], 2) 129b offenses [major offenses, deadly weapon use, etc.], and 3) the in between ground. There was a compromise to allow university hearing boards to note on transcripts at their discretion.
- f. N. Rogers asked what 129b is.
- g. M. Horvath responded that 129b is sexual assault, arson burglary, armed robbery, and other really extreme offenses. The JA has to notate these. CJC trying to decide what other offenses have to be notated. The JA has to look at reputational risks, we graduate individuals of high character. That's where the idea of transcript notation comes from.
- h. M. Srivastava asked if you have to disclose sexual assault, how do groups like EARS report things.
- i. M. Horvath responded that those are confidential resources (counseling is confidential because it is privileged), those instances are only reported if there is an imminent threat.
- j. I. Smythe asked for clarification for suspensions and expulsions that are not notated through the JA.
- k. M. Horvath responded that they are trying to determine if the academic hearing boards will follow new protocol, or have their own discretion.
- l. M. Munasinghe asked when a transcript is notated if it just says expelled/suspended or if it clarifies the reasons for expulsion/suspension.
- m. M. Horvath responded that 129b mandates the notation of the reason, but in some circumstances after a year it could be dropped. M. Horvath's email is mrh263@cornell.edu if there are further questions.
- n. N. Rogers noted that L. Munguia and E. Winarto are representatives on the CJC. Get into contact with them for more input as well.

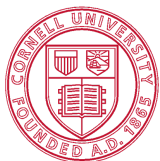
IV. Breakout Session by Division

- a. Transcript Notations



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- b. Academic Calendar
- V. Reports of Officers and Committee Updates
 - a. Executive: nothing to report.
 - b. Operations: appropriations and FC are having elections next week.
 - c. Appropriations: nothing to report
 - d. Communications: voting members got an email about leadership summit, if you cannot attend tell M. Munasinghe.
 - e. Finance: met two weeks ago, allocated \$90,000, have \$60,000 left to allocate for the year.
 - f. Student Advocacy: working on resource list, looking at Gannett bystander intervention and parking. There is a bias reporting tool online, if you have an incident of bias you want to report there is a form to report bias/discrimination.
 - g. Diversity and International Students: looking for input on possible resolutions, contact the committee.
 - h. Programming: nothing to report.
 - i. Faculty awards: nothing to report.
 - j. Graduates School: nothing to report.
- VI. New Business
 - a. **Resolution 7: In Support of Making Cornell a Sanctuary Campus**
 - b. A. Loiben motioned to suspend reading the resolution in its entirety, there was no dissent.
 - c. J. Goldberg: this is a short resolution to support a petition making Cornell a sanctuary campus. The Mayor of Ithaca already declared Ithaca will do this. There have been petitions like this at dozens of other universities.
 - d. R. Walroth asked if this would encourage Cornell to advocate this policy to other politicians whose localities come into contact with Cornell's campus, or if this would just apply on Cornell's campus.
 - e. J. Goldberg: Resolution is just for the Cornell campus.
 - f. A. Natarajan asked if it is legal to resist ICE.
 - g. J. Goldberg: this is something that universities can do to show support, solidarity, but if push came to shove, this sanctuary statement might not be able to hold up. He doesn't know for sure.



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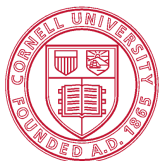
- h. N. Stetson: you don't have to cooperate with ICE if you haven't sworn an oath of office. If they have a subpoena, then you can be held in contempt of court for not cooperating. It would be very hard to resist if push came to shove, but ICE would need the courts.
- i. E. Case asked if Cornell police are with this.
- j. J. Goldberg: Cornell police could have a rule where they cannot ask about immigration status.
- k. M. Munasinghe: I think right now Cornell police don't ask about status.
- l. A question was asked if the resolution covers only card carrying (students, staff, faculty) Cornell community members or outsiders too.
- m. J. Goldberg: students, staff, faculty, and members of the broader community, so it would cover outsiders.
- n. M. Schlamp asked what would the GPSA be doing by passing this.
- o. J. Goldberg: the petition would have the official support of a shared governance body.
- p. M. Munasinghe asked if J. Goldberg sees this as a first step, passing this and then having conversations on how to really implement it.
- q. J. Goldberg: the nature of work to be done with administration would be determined by their reply to the petition.
- r. A. Waymack spoke in support of the resolution. There is external pressure for this. One of her students has already experienced awful racism.
- s. N. Stetson suggested that J. Goldberg list the asks in the resolution, if he wants them adopted jointly or separately.
- t. M. Munasinghe stated there needs to be a commitment from the GPSA to see this through, we need to be involved with administration to make this happen. She likes the resolution, but it cannot end here.
- u. A. Loiben stated it's a good idea to put this on the record explicitly:
- v. I. Smythe asked are the other assemblies looking at this.
- w. G. Giambattista said there is some talk about creating a joint resolution, however this is the first assembly to meet after the creation of the petition.
- x. R. Walroth stated if the GPSA passes this it doesn't mean we're out of joint resolution, it's the message not the exact wording that counts.



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- y. J. Goldberg asked N. Stetson to elaborate further on his earlier statement.
- z. N. Stetson wants the resolution to ask that all of the demands in the petition be implemented all together or separately, not an all or nothing approach.
- aa. B. McInnis asked if the GPSA could do more event for students that speak against these actions, like TA training. The GPSA could do more.
- bb. Manisha said FC is looking to apportion more money that meets GPCI guidelines, like these organizations.
- cc. A. Waymack asked N. Stetson to make an amendment with the exact language to convey his earlier statements.
- dd. N Stetson made a motion to **table** the resolution. he stated the GPSA should table this, rework it and come back. Or the GPSA should pass it and amend it after. Or table for 15 minutes, amend it, and discuss again. Motion **withdrawn**.
- ee. M. Munasinghe suggested a straw poll, a motion was made to take a straw poll. The results of the straw poll are 24-0-3 in favor of the resolution.
- ff. M. Srivastava asked how will people know about the resolution this.
- gg. N. Rogers stated that he sends it to the President, the oa-actions listserv, usually a Cornell Sun reporter is here as well.
- hh. M. Srivastava asked can't the GPSA do more.
- ii. T. Snider pointed out that if the GPSA passes it tonight, the President has 30 days to respond.
- jj. M. Munasinghe said we can disseminate this to our fields, important to take this back to our constituencies.
- kk. N. Stetson motioned to amend the resolution, lines 32-37.
 - i. T. Snider offered several friendly amendments.
 - ii. A. Loiben, made a motion to **call the question** on the amendment, it was **approved** 11-0-7
- ll. A. Waymack made a motion to **call the question** on the resolution, there was no dissent, the resolution was **approved** 12-0-6
- mm. A motion was made to move Open Forum ahead of the Second Presentation, there was no dissent.

VII. Open Forum

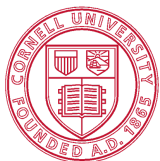


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- a. N. Stetson said the standing rules email will not be out before the end of the semester, but he will send a cheat sheet for Robert's Rules of Order. The Law school does a cool program for the Holidays, Cornell Elves, you can sponsor a child, buy a gift, or donate money.
- b. T. Snider asked his fellow GPSA members to seek out the petition, especially if they were one of the 12 voting members who voted for the body to endorse it
- c. M. Munasinghe will send out the petition and the resolution.
- d. There was discussion on whether it was right to pass the resolution without discussing it with constituents.
- e. M. Munasinghe said that's why the GPSA's agenda is public, it is the field rep's responsibility to bring up agendas with their fields.
- f. N. Rogers pointed out that this was not included on the agenda.
- g. N. Stetson said that is why we had to vote on whether to add this to the agenda, if the members think it is time sensitive, than we can add it. He endorsed what M. Munasinghe just said. They can't publish the agenda 3 weeks out. He reminded Field reps, that even though they can't vote, they have equal speaking rights and rights to make motions.
- h. B. McInnis asked if Cornell has a formal method for responding to petitions or students making a petition and does Cornell have infrastructure to supply petitions.
- i. N. Stetson said the assembly can move to hold a referendum. The resolution says the GPSA as an institution endorses the petition.
- j. I. Smythe said the resolution enters a formal process, that's why we did this. The President has to say something about this. Besides this though, he doesn't think Cornell has a process.
- k. M. Munasinghe said the formalized process is asking an assembly to hold a referendum on it.

VIII. Second Presentation

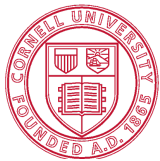
- a. Sarah Affel, University Title IX Coordinator, then made her presentation about the university's Title IX office and various actions and procedures related to Cornell's 6.4 policy.
- b. S. Affel noted the high numbers of sexual assault cases among the graduate student population. Cornell's romantic relationship policy (see the Faculty Handbook) is not



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in the 6.4 policy, but could end up there if sexual harassment happens. Reporting to the Title IX office is really easy. There's an online reporting form (form covers any bias), you can tell staff and faculty, they have to tell Title IX. She strongly encourages individuals to come forward, however the office will honor the choice of the student. There are confidential resources students can go to that won't tell Title IX. She also clarified the investigative procedures of the office.

- c. N. Stetson motioned to extend the meeting by five minutes, there was no dissent.
- d. S. Affel talked about the complaint process and clarified the hearing process. Hearings are safe and controlled where no one is surprised or ambushed.
- e. N. Stetson asked if Cornell's policy is affirmative consent? (the answer is yes) and is there enforcement provision for the romantic relationships with students policy.
- f. S. Affel responded that deans of the colleges handle the romantic relationship cases, the faculty handbook has many areas of misconduct where the dean is the primary investigator. It's a special situation if a tenured faculty member is accused. The more formal procedures are dismissal, suspension, and grievances by faculty members. Dean of faculty has this listed. Changes to appendix C were under the provost under President Garrett, others have to be under the Faculty Senate.
- g. M. Munasinghe motioned to extend the meeting by 5 minutes, there was no dissent. She asked if parties involved can acquire legal assistance.
- h. S. Affel responded that you have a right to a counselor of your choice (through the Law School). Cornell will supply one. Students may select to have a private attorney.
- i. L. Munguia asked what is the extent of the hearing board training.
- j. S. Affel said training includes 6 hours of in person training, plus a handbook, plus online training. So a total of about 10 hours of mandatory training plus a handbook.
- k. S. Affel was asked if it makes a difference if conduct happened on or off campus. Asked can people who are not members of the Cornell community file against a Cornell student?
- l. S. Affel: If you're a student it still applies (unless you're in a position where you have to reapply to the university). And yes, anyone can make a complaint. Procedures are here for anyone who is impacted by a student. If something happened on campus or at affiliated programs, it counts (Geneva, DC, frats, teams, etc.). If something



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happens between two students in collegetown it still impacts Cornell's climate and will be investigated by the Title IX office..

- m. M. Srivastava asked how does Title IX work across universities.
- n. S. Affel said the ability to talk between universities is limited, to protect student privacy. Cornell has to note on transcripts if a student has been suspended or expelled for a disciplinary matter.
- o. N. Rogers said either a motion to adjourn or to extend was needed. A motion to extend the meeting was offered, there was no dissent.
- p. M. Schlamp asked how does this apply outside Cornell's campus.
- q. S. Affel responded that these are called Title IX, but they are Cornell's policies, and they apply to all of our affiliates.
- r. A. Waymack asked when/where are student-employees mandatory reporters and when/where are they not.
- s. S. Affel said some people are mandatory reporters by state law. Under Cornell policy 6.4, any member of staff and faculty must consult with the Title IX coordinator when they are told something. When students are fulfilling an employment roll, when the student is at work, they are obligated to talk to the Title IX coordinator. When they are not at work they are students, they are not obligated then. RAs are obligated all the time.
- t. N. Stetson made a motion to adjourn, there was no dissent.

The meeting was adjourned at 7:15 pm.

Respectfully Submitted,
Matthew Ferraro
Clerk of the Assembly



Cornell University

FY16 REPORTING BIAS SYSTEM ANNUAL REPORT

Summary of Activity July 1, 2015 – June 30, 2016

BIAS:

Reporting Bias

Have you ...
Seen It, Heard It,
or Experienced It?



For more information,
please contact the
Department of Inclusion
and Workforce Diversity:

Phone: (607) 255-1426

Email: Report_Bias@cornell.edu

Web: www.hr.cornell.edu/diversity/reporting

To Report: <http://biasconcerns.cornell.edu>



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Executive Summary

Commitment to Inclusion

A diverse community includes everyone and is the foundation for the meaningful exploration and exchange of ideas. Since its founding, Cornell University has encouraged a culture that provides for the full participation of all members of our campus community—this keeps us at the leading edge in education and in our fields and practices. Cornell University is a place where intercultural skills are developed and enacted among diverse campus constituencies, with community partners, and within the classroom and workplace.

The University remains committed to devising strategies and structures to allow for the enactment of swift and appropriate responses to reports of bias, discrimination, harassment, and sexual misconduct. Throughout the academic year, the Department of Inclusion and Workforce Diversity engages those involved in the bias reporting process—including the Bias Assessment and Review Team (BART) members and the constituent assemblies—to gather feedback and to propose structural and procedural changes to the Reporting Bias System.

A New Central Reporting System

Beginning July 1, 2015, the University began using a central reporting system to report multiple forms of prohibited conduct, including bias, discrimination, harassment, sexual misconduct, hazing, and other disruptive behavior. Branded as the Reporting Bias System and coupled with new educational programming around using the system, the first year has seen an increase of over one hundred percent in reported activity. This is due, in large part, to offices that have long been the recipients of reports, such as the Office of the Judicial Administrator, now reporting this information into the new system.

Reports of bias, discrimination, and harassment increased from 55 reported incidents in FY15 to 113 reported incidents in FY16. The most frequently reported nature of concern was race/color with 56 reported incidents, followed by ethnicity (33), gender/gender identity/expression (28), and sexual orientation (16). Of note, 13 reported incidents were not based on any protected status. Based on recommendations from FY15, incidents occurring online and on social media began being tracked, reaching 39 reported incidents during this year. The vast majority of reported incidents occurred on campus, reaching 49 reported incidents.

Reports of sexual and related misconduct, including sexual assault, sexual harassment, dating violence, domestic violence, and stalking, reached a total of 134 reported incidents in FY16. This includes reports made anonymously and reports against faculty, staff, and third parties unaffiliated with the university. Of the reported incidents, there were 74 allegations of sexual assault and 78 allegations of sexual harassment, including those occurring in the workplace. The majority of complainants were identified as female. The majority of the complainants involved, at 80.5 percent, were undergraduate students. The majority of respondents, reaching 37.8 percent, were classified as third party or unknown.

Reporting Bias, Discrimination & Harassment

What is Tracked and Why?

The Department of Inclusion and Workforce Diversity is responsible for collecting and tracking all reported bias activity occurring at Cornell University that could potentially impact our commitment to diversity and inclusion, including all reports made by faculty, staff, students, and visitors to the Ithaca, Geneva, Weill Cornell Medicine, and Cornell NYC Tech campuses.

Under Cornell's specific definition, a bias incident is an act of bigotry, harassment, or intimidation that occurs on a Cornell campus or within an area that impacts the Cornell community and that one could reasonably conclude is directed at a member or a group of the Cornell community because of that individual's or group's actual or perceived age, color, creed, disability, ethnicity, gender, gender identity or expression, marital status, national origin, race, religion, sexual orientation, veteran status or any combination of these or related factors. Cornell utilizes its Reporting Bias System to track and respond to bias incidents in which the perpetrators are known, unknown, or may not be readily identifiable.

Pursuant to the university's obligation to keep the community informed of bias activity that impacts the campus, incident summaries and aggregate data of reported incidents are published online for public viewing. This information is updated monthly and can be found at: diversity.cornell.edu/addressing-bias-activity.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires universities to annually disclose crime statistics, including bias-related hate crimes. This information can be found in the Annual Security Report: cupolice.cornell.edu

Reporting an Incident

Reporting bias and the resulting efforts to understand and prevent bias activity are a matter of taking part in a caring community. Anyone who directly witnesses or experiences bias activity on the Cornell campus or in an area that impacts the Cornell community should intervene in the moment as appropriate (e.g., contact Cornell Police at 911, if a crime is in progress, or interrupt the behavior in as much as the observer feels skilled and safe), and be sure to also report the incident as soon as possible. To report an incident, individuals can use one of the following methods:

- **By submitting** an incident report online at biasconcerns.cornell.edu
- **By emailing:** report_bias@cornell.edu
- **By contacting** the Department of Inclusion & Workforce Diversity at (607) 255-1426
- **By consulting** with a Discrimination & Harassment Advisor hr.cornell.edu/diversity/reporting/
- **By contacting** the Cornell University Police Department (CUPD) at (607) 255-1111 or 911 for emergency assistance.

Please note that all activity reported may not rise to the level of a bias crime or other actionable event. The University does, however, take appropriate steps to address all reports received, including anonymous reports.

Bias Assessment & Review Team (BART)

To facilitate the assessment of bias incidents and the appropriate intervention steps, reported incidents are routed to the BART—the coordinating hub of a network of existing bias liaisons from across the university. The BART may refer reports to the appropriate university unit—such as Workforce Policy and Labor Relations and the Judicial Administrator—or work collaboratively with campus partners to determine the best method of intervention to address the matter.

The BART brings together a variety of individuals from across the university. Members for the 2015-16 academic year included:

Ulysses Smith – *Lead Diversity & Inclusion Strategist, Department of Inclusion & Workforce Diversity*

Theoria Cason – *Assistant Director, Residential & New Student Programs*

Denise Zajac – *Assistant Dean of Students; Dean of Students Office*

Kent Hubbell – *Dean of Students*

Dave Honan – *Deputy Chief, Cornell University Police*

Mary Beth Grant – *Senior Associate Dean of Inclusion, Engagement and Community Support*

Travis Apgar – *Senior Associate Dean of Students, Fraternity & Sorority Affairs and Independent Living*

Wai-Kwong Wong – *Counseling & Psychological Services, Gannett Health Services*

Brandon Senior – *Counselor, NYS Opportunity Programs, OADI*

Andrew Martinez – *Assistant Dean of Students, Center for Intercultural Dialogue; 6-2-6*

Sarah Wattenberg – *Assistant Director of Athletics for Student Services*

Christina Liang – *Associate Judicial Administrator*

In addition to these members, staff from key units attend the team meeting to address specific situations on an as-needed basis. These units include but are not limited to the following:

Department of Athletics

International Students & Scholars Office

Gannett Health Services

LGBT Resource Center

Undergraduate Advising

Crisis Managers

Women's Resource Center

Grad/Prof Schools

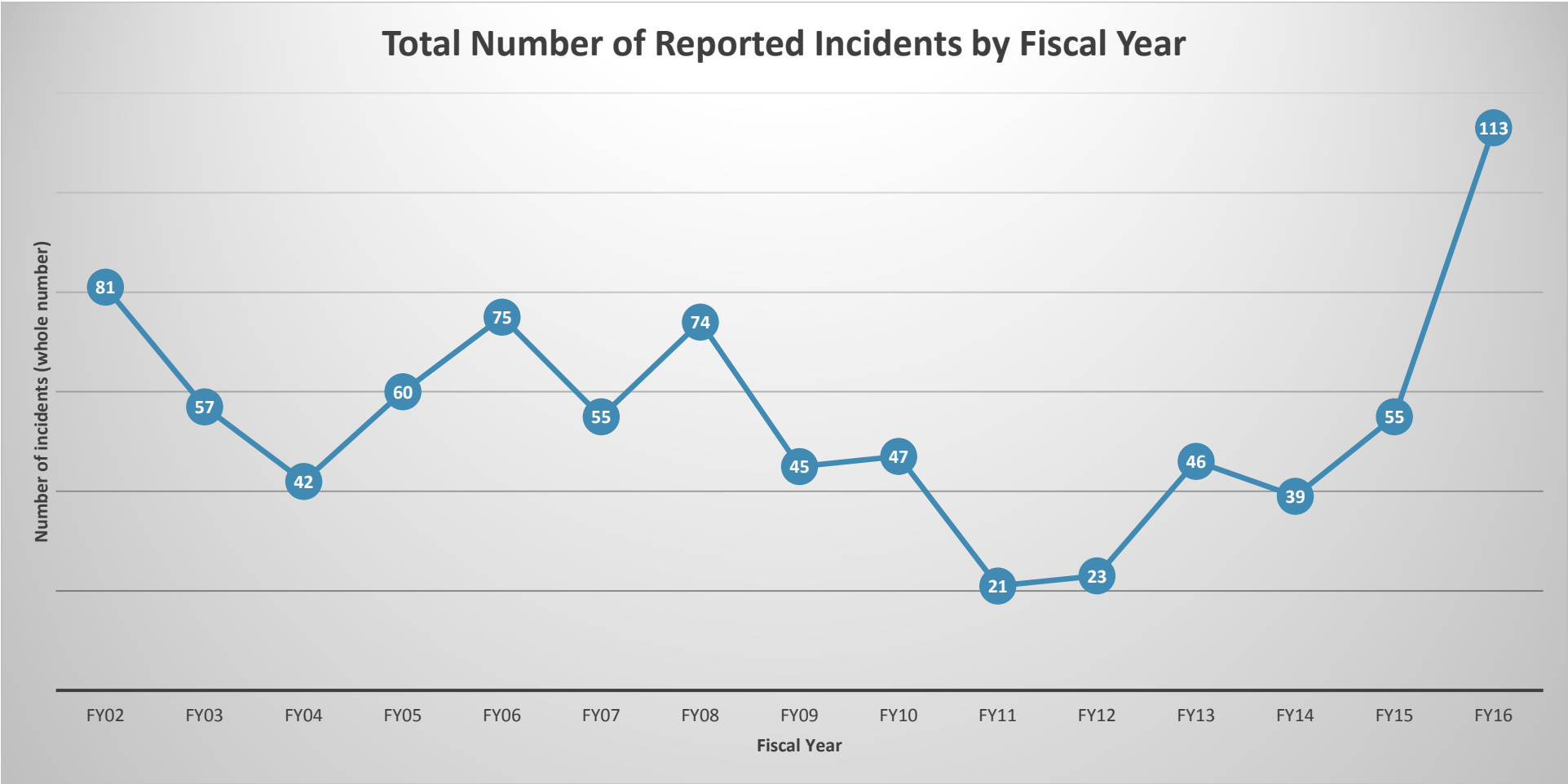
Asian & Asian American Center

Student Disability Services

Office of University Counsel

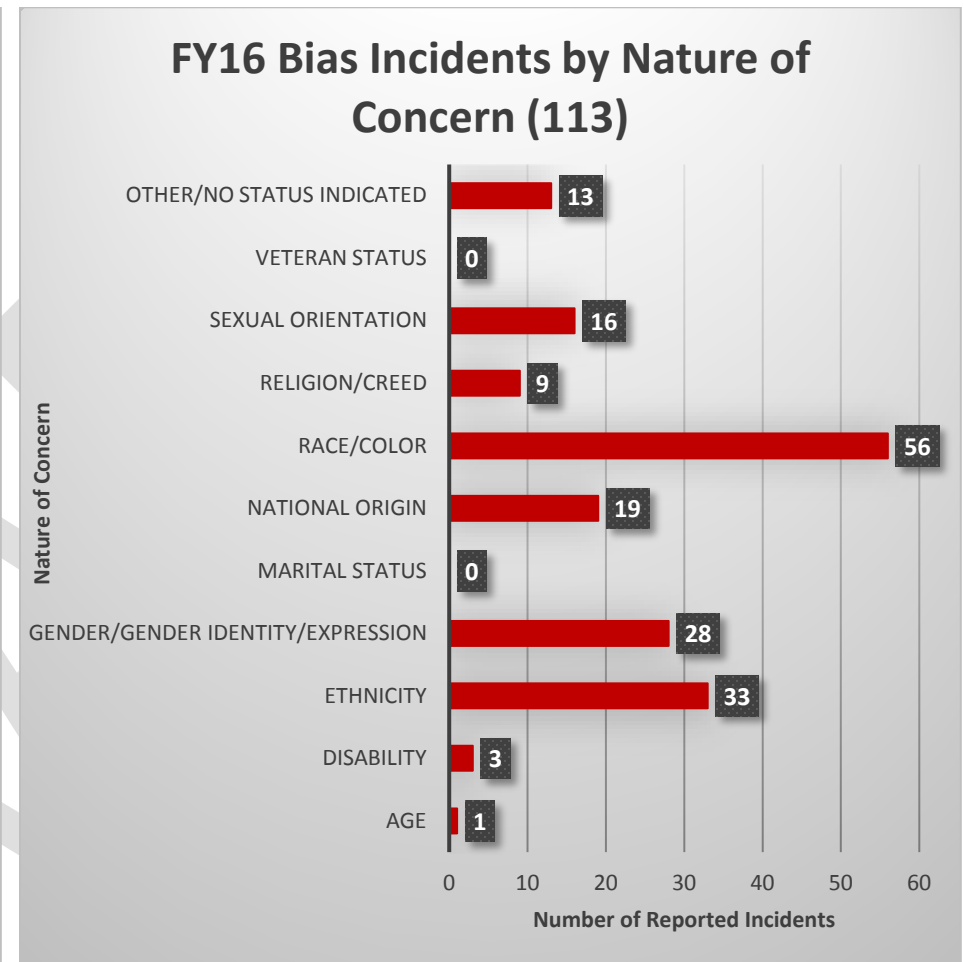
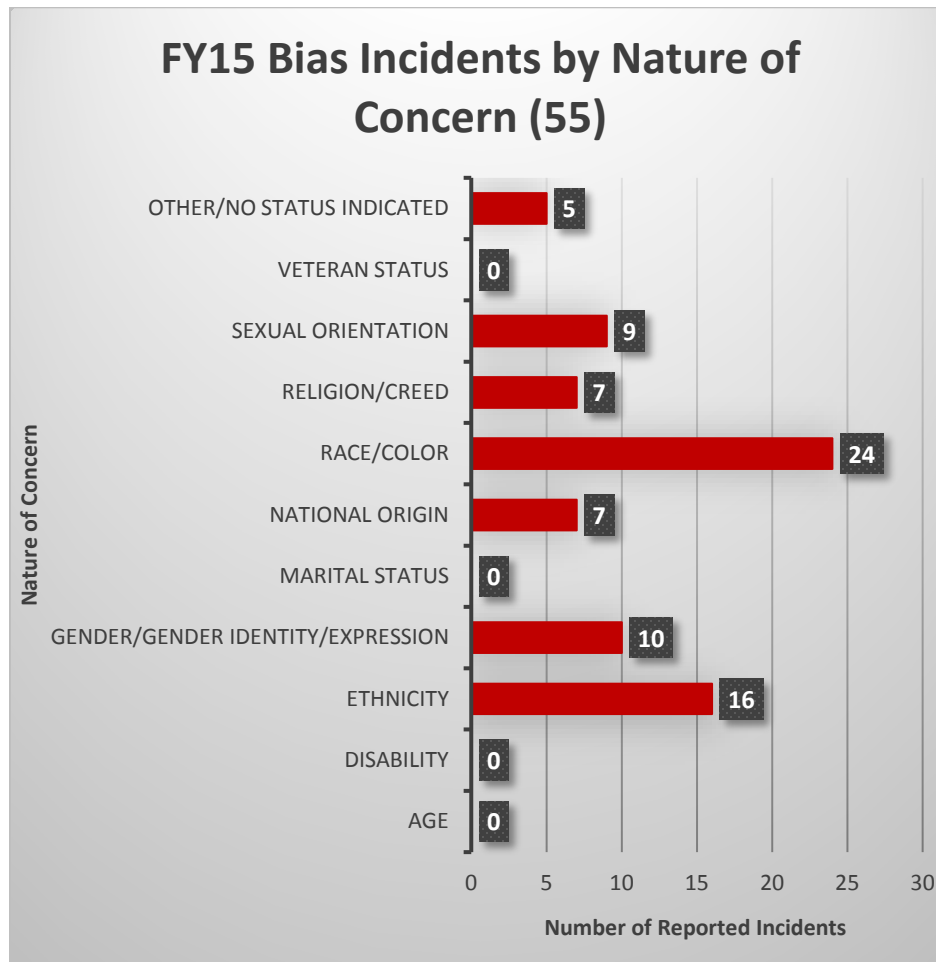
Workforce Policy & Labor Relations

Reporting Bias over the Years: 2002-2016



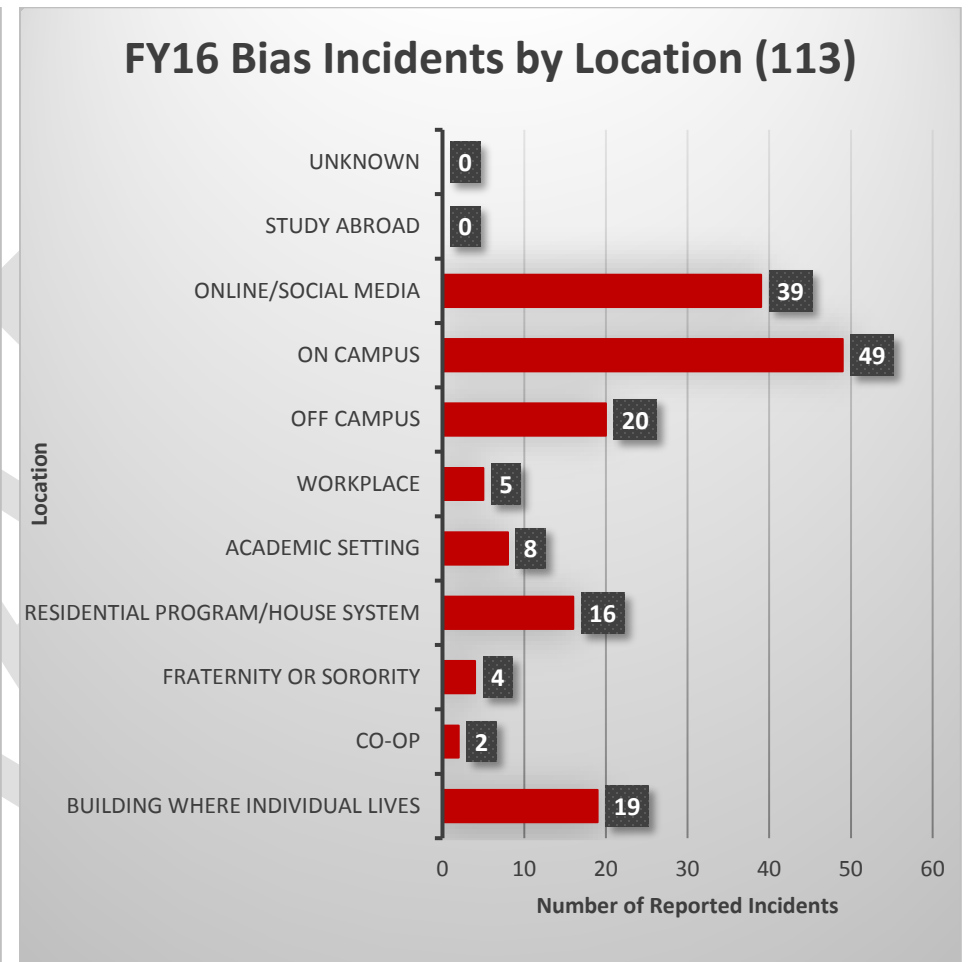
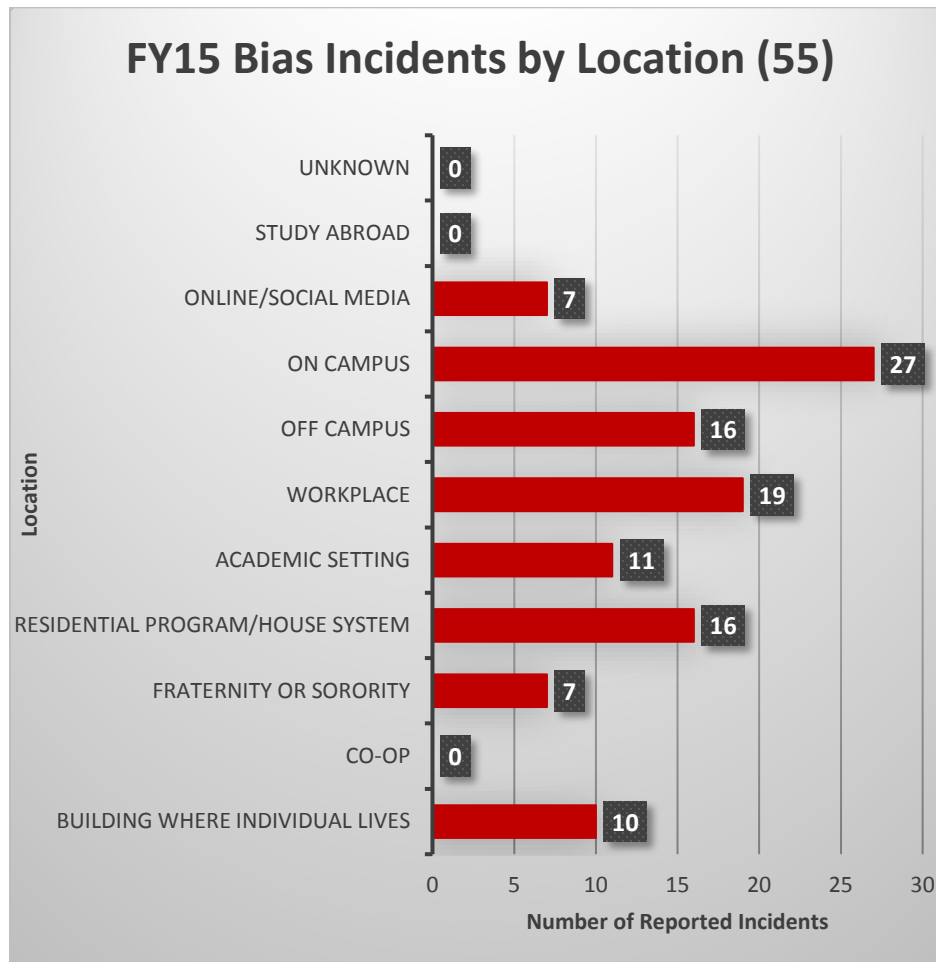
All bias data is presented by fiscal year (July 1 – June 30). To identify trends, the data is viewed comparatively across each fiscal year. Between FY15 and FY16, the number of reported incidents increased by 51%. This may be attributed in part to additional training and education on recognizing and reporting bias, effective bystander intervention, and changes to existing programs. The increase may also demonstrate an increase in activity across the institution.

Bias: What is the Nature of Concern?



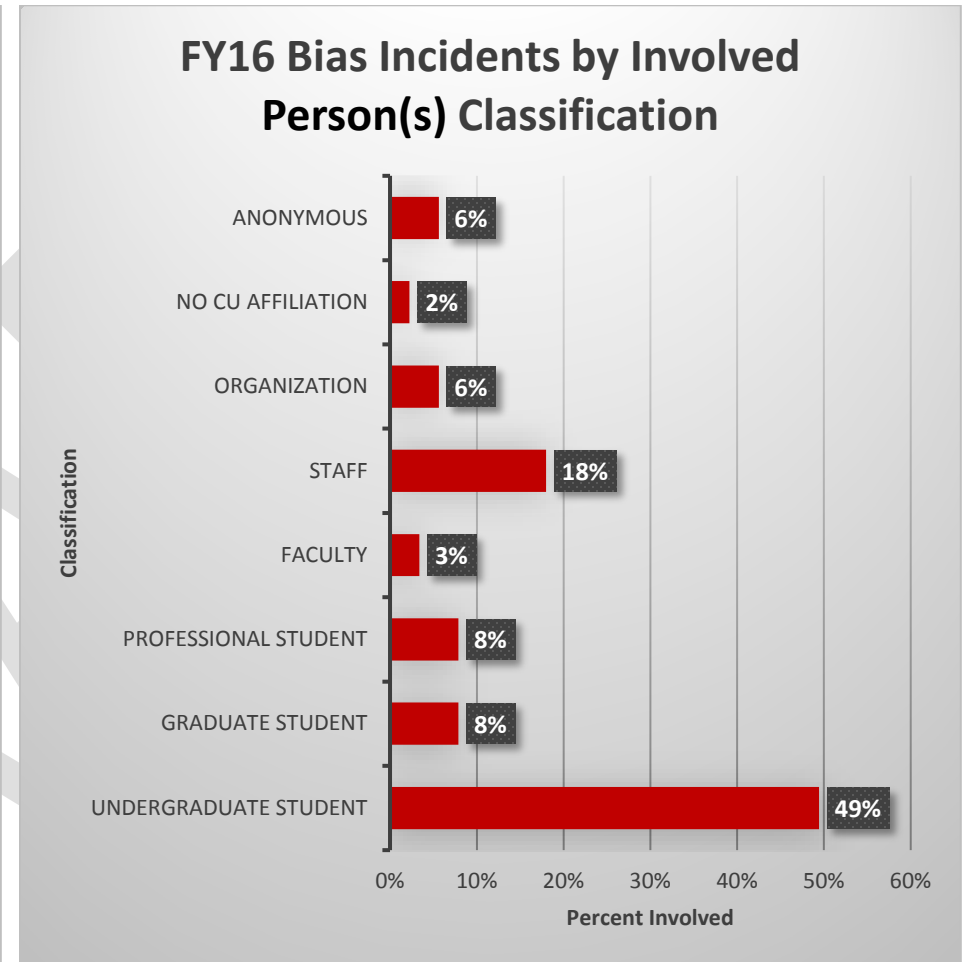
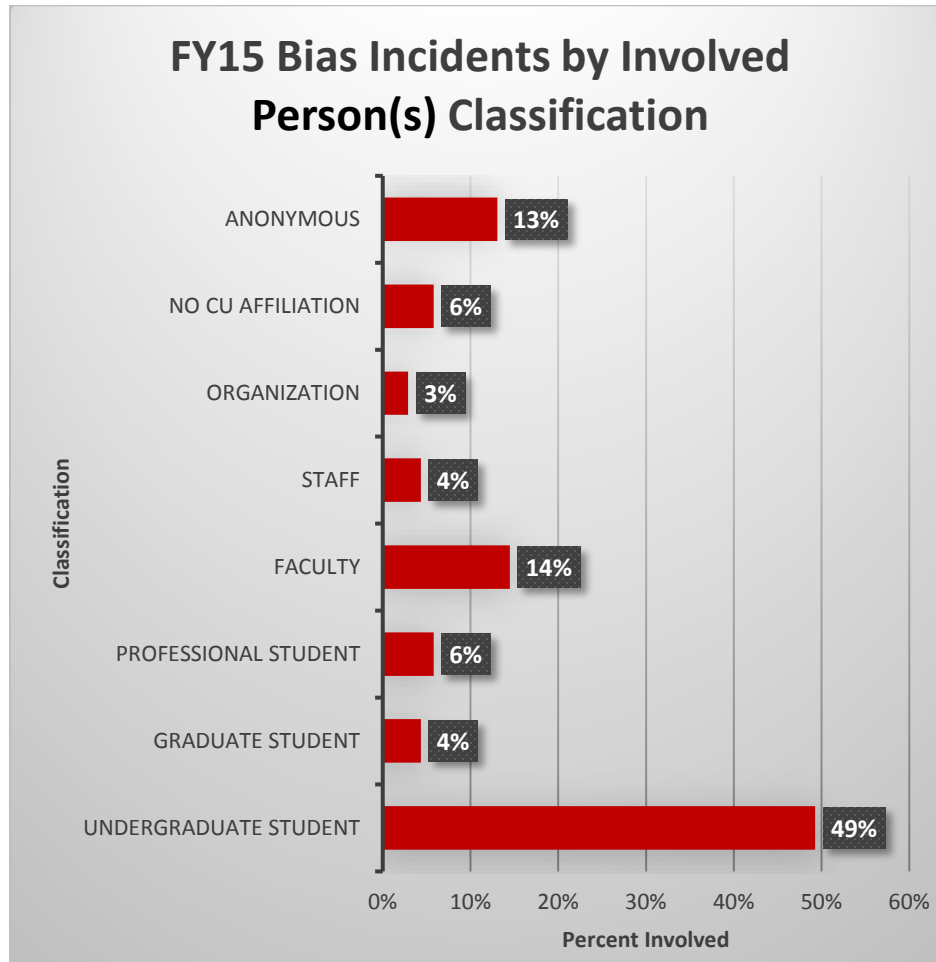
The data above represents the aggregate number of each factor selected during the reporting process or determined after the report was processed. The nature of concern is the protected status or other related factor upon which a report is based. When filing an incident report, reporters are able to select more than one nature of concern, therefore the total numbers by nature of concern may be greater than the total number of reports for each fiscal year. Each report is triaged by the Department of Inclusion and Workforce Diversity, and the most appropriate concern(s) is selected based on the information provided.

Bias: Where is It Happening?



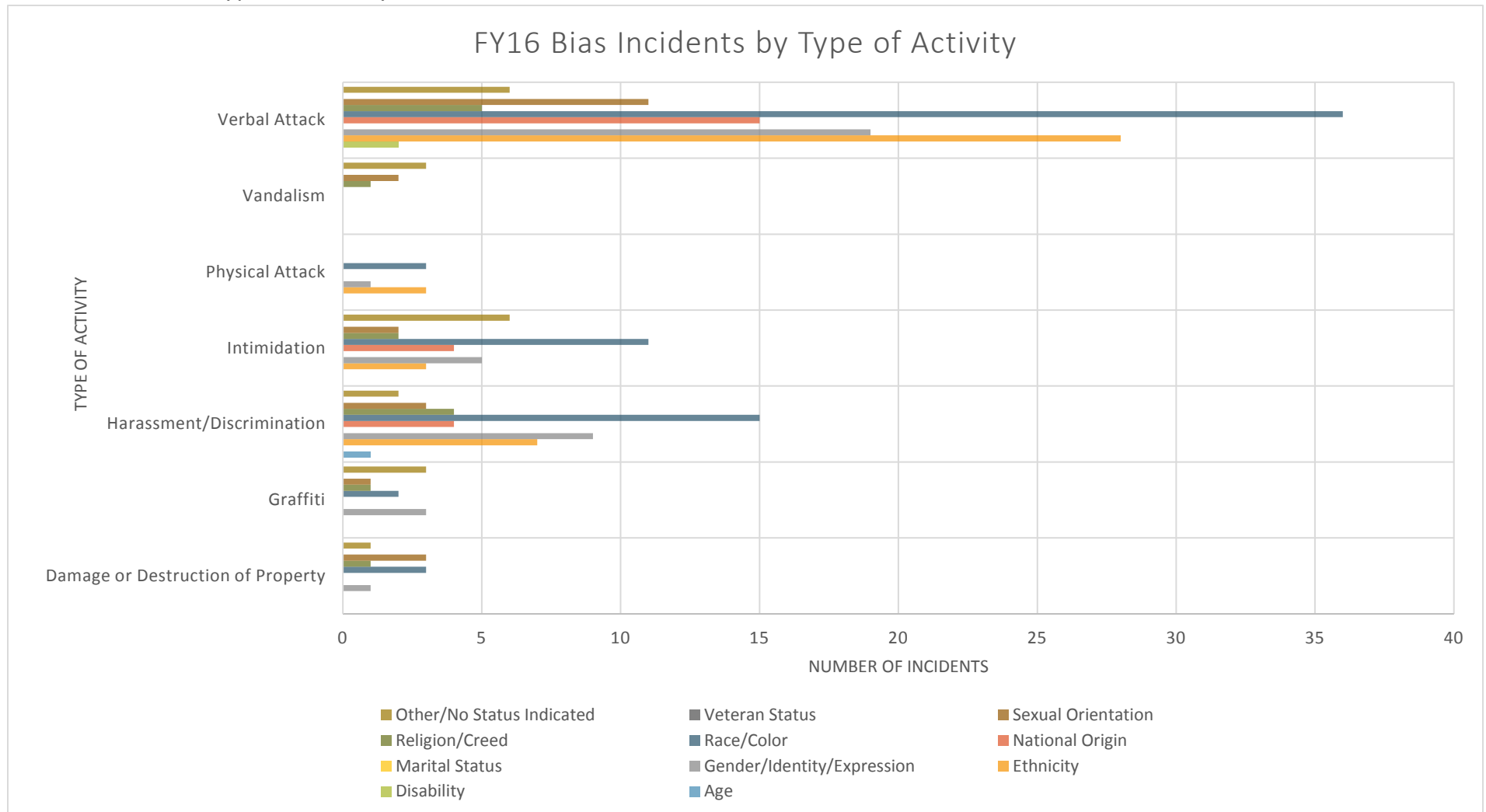
The data above represents the aggregate number of each location selected during the reporting process or determined after the report was processed. The location of incidents is key to identifying trends, making connections to other crimes, and determining whether an incident is reportable under the Clery Act. In FY16, there was a sharp increase in the number of incidents occurring via social media and electronic communication. Similar to the nature of concern, one incident can be assigned multiple locations. For example, an incident that occurs on campus may also have occurred in a residence hall.

Bias: Who is Involved?



The data above indicate the classification of the parties involved in reported incidents. These charts do not make any distinction between the reporter, the accused, or any bystanders and witnesses. The vast majority of the cases reported involved or were reported by undergraduate students, though FY16 saw an increase in the number of incidents involving or reported by graduate and professional students. There has been a decrease in the number of anonymous reports, as most reporters have willingly identified themselves on the reporting form. The new form also allows reporters to specify how they would like to be involved in the case post reporting, and if they consent to being contacted for follow-up.

Bias: What is the Type of Activity?



Consistent with the last two years, verbal attacks have remained the highest reported type of activity. This category also includes comments that are written on social media or distributed electronically. Intimidation and harassment/discrimination also are commonly reported, with some cases demonstrating patterns of bullying. This highlights a need to continue to develop educational opportunities for the community to explore these topics, as well as more effective methods to communicate community standards and expectations of maintaining a culture of respect.

Reporting Sexual and Related Misconduct

Cornell University strives to maintain an environment that is safe and free from sexual misconduct, including sexual violence. The university has adopted policies in support of this goal and complies with all applicable federal, state, and local laws. The university is committed to sharing information with the broader community regarding the incidence of sexual misconduct on campus.

What is Cornell Required to Report?

New York State Education Law Article 129-B (“*Enough is Enough*”) will, but does not currently, require institutions to annually report certain information regarding domestic violence, dating violence, stalking, and sexual assault to the NYS Education Department. It is anticipated the reporting requirement will go into effect in the fall of 2017.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and the Violence Against Women Act (VAWA) are federal laws that require colleges and universities to disclose information about crime on and around their campuses including, dating violence, domestic violence, stalking, rape, fondling, incest, and statutory rape. This information can be found in the Annual Security Report: cupolice.cornell.edu.

For the purposes of this report, sexual and related misconduct includes the following offenses:

- Dating Violence (Intimate Partner Violence)
- Domestic Violence
- Sexual Assault (public lewdness, rape, sexual battery, and sexual abuse)
- Sexual Harassment¹
- Stalking

For complete definitions of these offenses, please refer to University [Policy 6.4: Prohibited Discrimination, Protected-Status Harassment, Sexual Harassment, and Sexual Assault and Violence](#).

Note that effective August 1, 2016, the University enacted new *Procedures for the Resolution of Reports Against Students Under Cornell University Policy 6.4 for the Following Acts of Prohibited Conduct: Dating Violence; Domestic Violence; Sexual Assault; Sexual Exploitation; Sexual and Gender-Based Harassment; Stalking; Aiding Prohibited Conduct; Attempting to Commit Prohibited Conduct; Retaliation; and Violating an Interim Measure*. Dating Violence, Domestic Violence, Sexual Assault, Sexual and Gender-Based Harassment, and Stalking, as well as other prohibited conduct, are set forth and defined in the *Procedures*.

¹ Includes both Title IX and Title VII offenses.

Reporting an Incident

Cornell strongly encourages individuals who have experienced, have knowledge of, or have witnessed sexual harassment, sexual assault, domestic and dating violence, stalking, sexual exploitation, or other forms of sexual misconduct committed by or against students, staff, or faculty to report the incident immediately to the University. Reporting can be done through one of the following options:

- **By submitting** an incident report online at biasconcerns.cornell.edu
- **By contacting** the University's Title IX Coordinator or any Deputy Title IX Coordinator by telephone, email, or in person during regular office hours (see list below)
- **By emailing:** nosexualmisconduct@cornell.edu
- **By contacting** the Cornell University Police Department (CUPD) at (607) 255-1111 or 911 for emergency assistance.

Title IX Coordinators:

- **University Title IX Coordinator**, Sarah Affel | sba49@cornell.edu
- **Deputy Title IX Coordinator for Students**, Michelle Horvath | mrh263@cornell.edu
- **Deputy Title IX Coordinator for Staff and Faculty**, Laurie Johnston | lmj6@cornell.edu
- **Deputy Title IX Coordinator for Athletics**, Anita Brenner | amb42@cornell.edu
- **Cornell Tech Title IX Coordinator for Students**, Christine Sneva | ces255@cornell.edu
- **Cornell Tech Title IX Coordinator for Staff and Faculty**, Julie Delay | jad13@cornell.edu
- **Weill Cornell Medicine Title IX Coordinator for Students**, Dr. JoAnn Difede | jdifede@med.cornell.edu
- **Weill Cornell Medicine Title IX Coordinator for Faculty**, Dr. Rache Simmons | rms2002@med.cornell.edu
- **Weill Cornell Medicine Title IX Coordinator for Employees**, Angela Charter Lent | anc2035@med.cornell.edu

For additional information and resources, including confidential resources and the New York State Student Bill of Rights, visit the Sexual Harassment & Assault Response and Education website: share.cornell.edu or titleix.cornell.edu.



Help is available.

You have the right to make a report to university police, local law/enforcement, and/or state police or choose not to report; to report the incident to Cornell; to be protected by Cornell from retaliation for reporting an incident; and to receive assistance and resources from Cornell.

More information . . .

Sexual Harassment and Assault—Response and Education
share.cornell.edu

Help is Available START ANYWHERE, ASK ANYTHING

Cornell University Police
607 255-1111 or 911
emergency response

Report Sexual Misconduct
nosexualmisconduct@cornell.edu

Report Bias
report_bias@cornell.edu

Faculty and Staff Assistance Program (FSAP)
607 255-2673
consultation and support around work/life issues

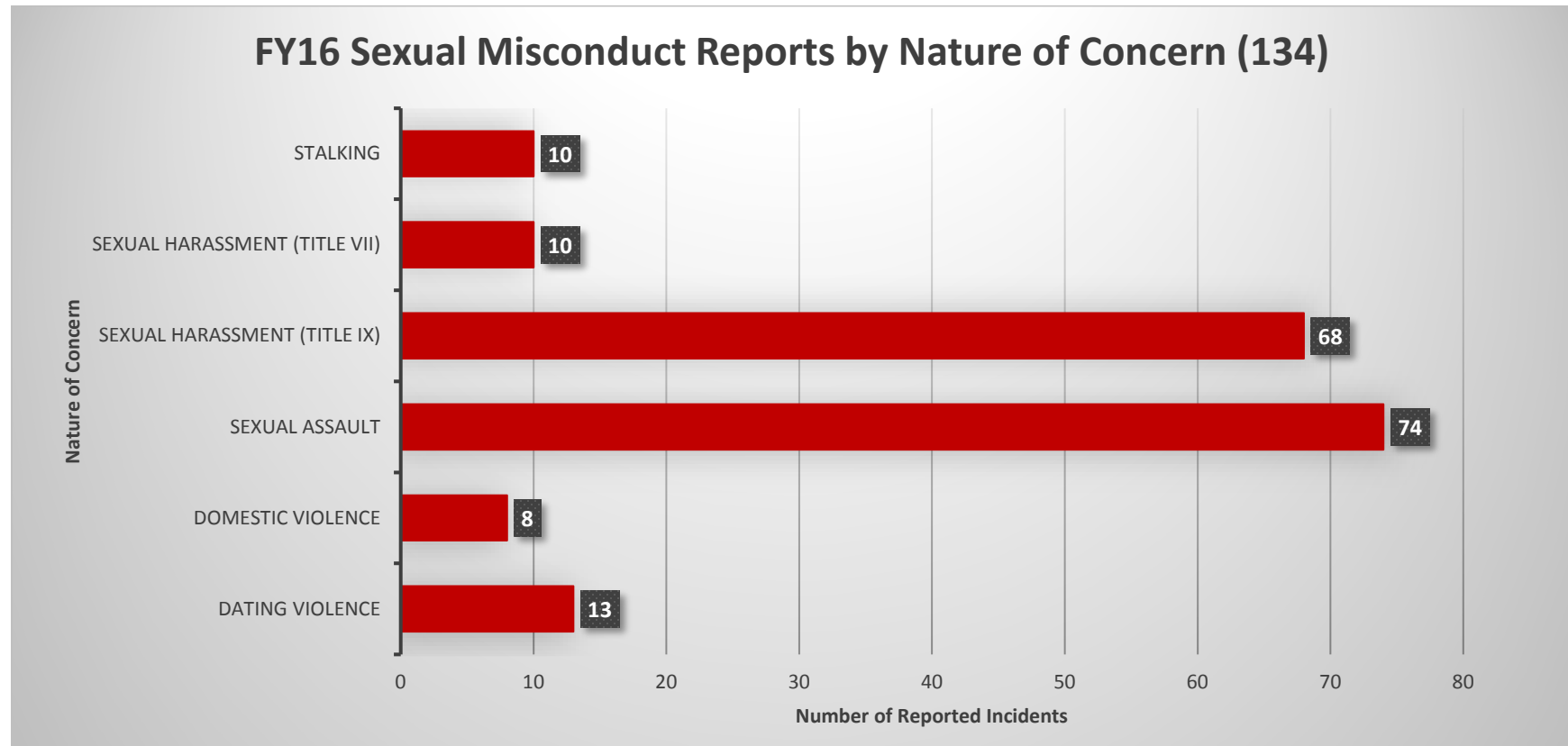
Gannett Health Services
607 255-5155
medical and mental health care

The Advocacy Center
607 277-5000
Ithaca's sexual and relationship violence hotline

Crisisline
607 272-1616
Ithaca's suicide prevention services

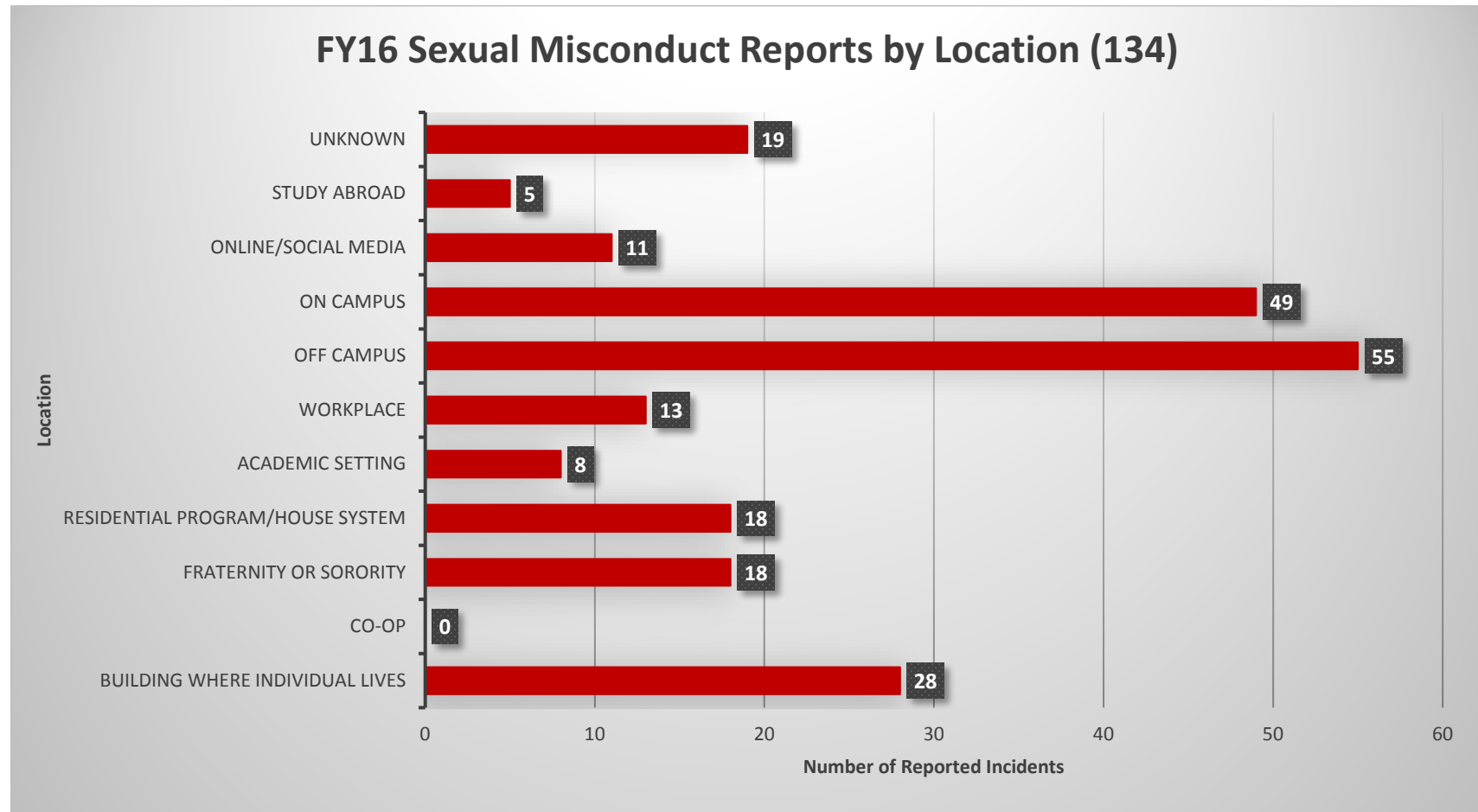


Sexual Misconduct Annual Snapshot of Activity



The data shown above represents the number of reports that have been made to the university in the period July 1, 2015 – June 30, 2016. A “report” is when a faculty or staff member who has a “duty to consult” pursuant to Policy 6.4 becomes aware of potential violations under Policy 6.4. A report may be oral, written, formal, or informal. A report may include multiple offenses, so the total number of concerns may exceed the total number of reports. A report is not the same as a Formal Complaint under Policy 6.4 and does not necessarily result in a Formal Complaint. The data above does not specify how many reports have yielded Formal Complaints and/or resulted in a formal investigation under Policy 6.4 or the Campus Code of Conduct. This data excludes all matters reported directly to any of the designated confidential resources, who do not have a duty to consult with a university official.

Sexual Misconduct: Where is it Occurring?



The data above represents the aggregate number of each location that was selected during the reporting process or determined after the report was processed. There may be more than one location category per report so the total number of locations will exceed the total number of reports.

Sexual Misconduct: Who is Involved?

*Complainants by Nature of Concern and Gender**

Nature of Concern	Male	Female	Intersex	Anonymous/ Unknown to the University
Dating Violence	1	12	0	0
Domestic Violence	1	4	0	0
Sexual Assault	13	51	0	1
Sexual Harassment (Title IX)	3	56	0	2
Sexual Harassment (Title VII)	3	7	0	0
Stalking	1	9	0	0
Total	22	139	0	3

*Respondents by Nature of Concern and Gender**

Nature of Concern	Male	Female	Intersex	Anonymous/ Unknown to the University
Dating Violence	10	3	0	0
Domestic Violence	5	1	0	0
Sexual Assault	54	6	0	10
Sexual Harassment (Title IX)	48	3	0	5
Sexual Harassment (Title VII)	7	3	0	0
Stalking	8	1	0	0
Total	132	17	0	15

*This data reflects the initial reports to the University, not Formal Complaints.

PARTIES BY GENDER

A person who is the subject of a report or initiates a Formal Complaint of prohibited conduct is designated as the “complainant.” A person against whom such a report or Formal Complaint has been made is designated as the “respondent.”

Respondents in this data may have multiple allegations against them. There also may be more than one respondent in a single case.

80.5% of respondents were identified as male, 10.4% identified as female. Of complainants, 85% identified as female, whereas 13.4% identified as male.

*Complainants by Nature of Concern and Classification**

	Undergraduate Student	Graduate/ Professional Student	Faculty	Staff	Third Party/ Unknown to the University
Dating Violence	9	2	0	0	2
Domestic Violence	2	1	1	1	2
Sexual Assault	43	5	0	2	15
Sexual Harassment (Title IX)	33	17	3	4	4
Sexual Harassment (Title VII)	0	1	1	7	0
Stalking	3	2	2	1	0
Total	90	28	7	15	23

*Respondents by Nature of Concern and Classification**

	Undergraduate Student	Graduate/ Professional Student	Faculty	Staff	Third Party/ Unknown to the University
Dating Violence	8	2	0	0	3
Domestic Violence	2	3	0	1	2
Sexual Assault	30	5	0	1	34
Sexual Harassment (Title IX)	18	11	4	3	22
Sexual Harassment (Title VII)	0	0	2	7	0
Stalking	2	2	0	1	1
Total	60	23	6	13	62

*This data reflects the initial reports to the University, not Formal Complaints.

PARTIES BY CLASSIFICATION

Undergraduate students comprise 55.2% of complainants. Graduate and professional students account for 17.2% of complainants, followed by third parties with 14.1% of complainants.

Third parties are individuals who have no current or known affiliation with the University, or are anonymous or unknown.

37.8% of respondents were third parties, with undergraduates following at 36.6% of respondents.

University Confidential Resources

The University offers a number of confidential resources for individuals who are unsure whether to report prohibited conduct and/or who seek counseling or other emotional support in addition to, or without, making a report to the University. For confidential support, seek assistance from:

- [Gannett Health Services](#) (medical and mental health providers, students only: 607-255-5155)
- The [Faculty and Staff Assistance Program \(FSAP\)](#) (FSAP) (mental health providers, faculty and staff only: 607-255-2673)
- [Cornell United Religious Work Chaplains \(CURW\)](#) (pastoral counseling: 607- 255-6002)
- The [Ithaca Advocacy Center's](#) 24/7 hotline (607-277-5000)
- The [Cornell Victim Advocate](#) (607-255-1212, victimadvocate@cornell.edu)
- The director of the [Women's Resource Center \(WRC\)](#) (607-255-0015, womensresctr-mailbox@cornell.edu)
- The director of the [LGBT Resource Center](#) (607-254-4987)
- [The University Ombudsman](#) (607-255-4321)

Conversations with the University's confidential resources are kept strictly confidential and, except in rare circumstances, will not be shared without explicit permission, as explained below:

Gannett, FSAP, and CURW will not share with the University's Title IX Coordinator or any other University officials any information disclosed to them in the course of providing medical and/or mental health services or pastoral counseling. Generally, these conversations are also legally privileged in the event of a court proceeding.

The Advocacy Center is independent of Cornell and has no duty to consult with the University.

The Victim Advocate, directors of the WRC and LGBT Resource Center, and the Ombudsman will not convey any personally identifiable information to the University Title IX Coordinator or any other University officials; however, they will share with the University's Title IX Coordinator de-identified statistical or other information regarding sexual assault, dating violence, domestic violence or stalking.

For questions or additional information, contact us:

Department of Inclusion & Workforce Diversity

150 Day Hall

(607) 255-3976

owdi@cornell.edu | diversity.cornell.edu

Title IX Office

150 Day Hall

(607) 255-2242

titleix.cornell.edu

Division of Human Resources

hr.cornell.edu

Sexual Harassment & Assault Resources and Education

share.cornell.edu

BIAS:

**Have you ...
Seen It, Heard It,
or Experienced It?**

Reporting Bias



For more information,
please contact the
Department of Inclusion
and Workforce Diversity:

Phone: (607) 255-1426

Email: Report_Bias@cornell.edu

Web: www.hr.cornell.edu/diversity/reporting

To Report: <http://biasconcerns.cornell.edu>



Cornell University