

Cornell University
Employee Assembly

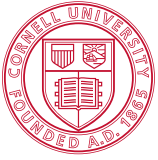
AGENDA
Employee Assembly Meeting
December 7, 2016
12:15pm – 1:30pm
401 Physical Sciences Building

“An Active Voice for Cornell Staff”

- I. Call to Order
- II. Call for Late Additions to the Agenda
- III. Approval of Minutes
 - a. November 16, 2016
- IV. Committee Reports
 - a. Academic Calendar Committee (Hall, Allen, Giambattista)
 - b. University Assembly (Fitch, Kruser)
- V. Report from the Chair
- VI. Business of the Day
 - a. Resolution 4: Cornell Commitment to Web Accessibility
 - b. Resolution 5: Endorsing "The Ithaca Plan: A Public Health and Safety Approach to Drugs and Drug Policy"
 - c. Resolution 6: LGBTQ+ Inclusion in Campus Records
 - d. Resolution 7: LGBTQ+ Inclusion in University Benefits
- VII. Adjournment
- VIII. Executive Session (1:15pm)

Future Guests: Provost Michael Kotlikoff and Vice President Ryan Lombardi (Dec. 21, 2016)

Future Events:



Employee Assembly Resolution 4: Cornell Commitment to Web Accessibility

Abstract: This resolution calls for the University to adopt Web Content Accessibility Standards for all new websites and require remediation for conformance by legacy websites.

Sponsored by: Jeramy Kruser, Research and Technology Transfer Representative, Employee Assembly

Reviewed by: Personnel Policy Committee, MM/DD/YYYY

Whereas, worldwide there are 285 million people with some sort of visual impairment, 275 million people with moderate-to-profound hearing impairment, and many more have physical, speech, cognitive, and neurological disabilities or a limited understanding of English; and

Whereas, in 1990 the Americans with Disabilities Act (ADA), a federal civil rights law that prohibits discrimination against people with disabilities in areas of public life, was passed; and

Whereas, under Section 508 of the Rehabilitation Act of 1973, a federal law which provides action to the promise of the ADA, federal agencies are required to make their electronic and information technology accessible to people with disabilities, and standards are provided; and

Whereas, the Cornell motto reflects our inclusive goal of "... any person ... any study"; and

Whereas, The University's Equal Education and Employment Opportunity Statement declares that Cornell is "committed to assisting those persons with disabilities who have special needs related to their educational pursuit or employment" and prohibits discrimination on this basis; and

Whereas, The Campus Master Plan states that, "Cornell's campus shall contain a diversity of inviting, accessible and safe places, for social and culture interaction, recreation, athletics, and passive enjoyment by faculty, staff, students and visitors..."; and

Whereas, Cornell's websites are one of our most visible communications tools, and any site on the Cornell.edu domain is a representation of the university, reflecting our competency, values, and standards; and

Whereas, in order to meet our stated institutional commitment to accessibility, our web administrators, content providers, and developers need institutional support and a set of published standards to work from when creating new web sites and remediating legacy sites; and

Whereas, an inaccessible website can exclude faculty, staff, prospective and existing students, and their families, due to their abilities or the method they use to access the web; and



Cornell University
Employee Assembly

40 **Be it therefore resolved**, the Divisions of University Relations, Cornell Information Technologies,
41 and Human Resources will set and publish a standard of accessibility for all websites on the
42 Cornell.edu domain which will:

- 43 1. Set a baseline standard to meet Section 508 Standards, and to meet a minimum of 'A' level
44 conformance with the current Web Content Accessibility Guidelines (WCAG)
- 45 2. require all newly created sites to meet these standards
- 46 3. require all legacy sites to be remediated for conformance upon any major update.

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48 **Be it finally resolved**, the Divisions of University Relations and Cornell Information Technologies
49 will:

- 50 1. Revise the Brand Book to include accessible templates for items including but not limited to
51 presentations, videos, posters, and digital media;
- 52 2. Survey colleges, schools, and functional areas annually for their level of conformance,
53 making the survey results available to the Assemblies.
- 54 3. Provide guidance, incentive, access to training, and encouragement to all functional areas,
55 aiming for the highest level of conformance with WCAG and Section 508 Standards in all
56 possible cases.

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58 **Adopted by Vote of the Assembly** (_ - -), _____, **2016**,

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60 **Respectfully Submitted,**

61 *Jeremy Kruser, Research and Information Technology Transfer Representative*



Employee Assembly Resolution 5:

Endorsing “The Ithaca Plan: A Public Health and Safety Approach to Drugs and Drug Policy”

Abstract: This resolution is a show of community support and UA endorsement for the proposed “Ithaca Plan” to address opiate addiction in Ithaca, NY.

Sponsored by: Jeramy Kruser, Research and Technology Transfer Representative, Employee Assembly; Linda Copman, Employee; University Assembly;

Reviewed by: Executive Committee, 11/02/2016

Whereas, the University community recognizes the critical need to address issues of campus safety, in the wake of separate stabbing incidents on or near campus this semester, at least one of which involved the sale of drugs; and

Whereas, in fall 2015, the Office of Institutional Research and Planning recorded that there were a total of 32,076 people working or studying at Cornell, which is slightly more than the total population of the City of Ithaca (30,788 persons), and nearly one third of the total population of Tompkins County (104,926 persons) according to U.S. Census data for July 2015; and

Whereas, the vast majority of Cornell students, faculty, and staff live off-campus in the City of Ithaca and in surrounding communities, where they utilize and depend upon the healthcare and criminal justice services and systems provided by these communities; and

Whereas, members of the Cornell community are suffering from drug addiction and it often falls to the staff of the University, including medical, counseling, student affairs, and custodial staff, to cope with the impacts of drug use—such as overdose, problems with academics, and missed days of school or work; and

Whereas, the University administration has expressed support for strengthening our relationships with the public safety and law enforcement agencies in the City of Ithaca and surrounding communities, as one important means to bolster campus health and safety; and

Whereas, in April 2014, City of Ithaca Mayor Svante Myrick convened the Municipal Drug Policy Community and charged this group with recommending policies and practices we could adopt to improve our local response to drug use and related policies; and

Whereas, in February 2016, the Municipal Drug Policy Community, comprised of experts and leaders from the various sectors that respond to drug use in our community, including representatives from the University, released its report outlining a coordinated drug strategy which is rooted in public health and safety; and



Cornell University
Employee Assembly

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Whereas, it is the opinion of these experts that if the Ithaca Plan is fully implemented, then recovery rates will increase, fatal overdoses will decrease, and public health and safety in our community will improve; and

Whereas, the Campus Welfare Committee of the University Assembly formally considered the findings and recommendations of the Municipal Drug Policy Community on October 25, 2016, and it was the consensus of the group to endorse these finding and recommendations; therefore

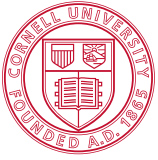
Be it resolved, that the University Assembly formally endorses the goals and recommendations outlined in the Executive Summary of “The Ithaca Plan: A Public Health and Safety Approach to Drugs and Drug Policy,” namely:

- **Governance and Leadership**
Create a mayoral-level office tasked to reduce the morbidity, mortality, cost, and inequities associated with illicit drugs and our current responses to them.
- **Education**
Key stakeholders and all Ithacans should have access to evidence-based practices and education around drugs, preventing problematic use, reducing harms associated with drug use, and helping oneself or others who have a drug use problem.
- **Recovery-Oriented Treatment, Harm Reduction, and Ancillary Services**
Create a recovery-oriented treatment continuum that offers access to timely, individualized, and evidence-based, effective care, through services that are people-centered and able to meet the needs of individuals no matter their current relationship to drug use or recovery.
- **Community and Economic Development**
Support and expand existing efforts to improve youth and family development, economic opportunity, and public health of communities, targeting vulnerable communities as immediate beneficiaries and ensuring that all Ithacans have the same access to resources and investments.
- **Public Safety**
Redirect law enforcement and community resources from criminalization to increasing access to services. Encourage a shared responsibility for community health and safety that extends beyond the Ithaca Police Department.

Resolved, that the University administration should partner with the City of Ithaca to advocate for approval of The Ithaca Plan in the upcoming 2017 legislative session and to support the implementation of the recommendations outlined in the Plan; and

Be it Finally Resolved, that the University administration and the City of Ithaca should formally present a status update on progress made toward achieving the goals of The Ithaca Plan to the University Assembly by October 2017, and on an annual basis every October thereafter until the goals outlined above been achieved.

Adopted by Vote of the Assembly (_ - _), _____, 2016,



Cornell University
Employee Assembly

- 82 **Respectfully Submitted,**
- 83 **Linda Copman**, Employee; University Assembly;
- 84 **Jeremy Kruser**, Research and Technology Transfer Representative, Employee Assembly;



Employee Assembly Resolution 6: LGBTQ Inclusion in Campus Records

Abstract: This resolution calls for the University to fully implement previously approved resolutions and use and employee’s preferred name in all inward-facing internal systems that do not have an explicit business purpose for using an employee’s legal name.

Sponsored by: Ulysses Smith, LGBTQ+ Representative, Chair, Employee Assembly

Reviewed by: Personnel Policy Committee, MM/DD/YYYY

Whereas, On July 1, 2014, President Obama signed Executive Order 13672, *On LGBT Workplace Discrimination*, prohibiting federal contractors and subcontractors from discriminating on the basis of sexual orientation or gender identity, effective April 8, 2015; and

Whereas, On April 1, 2015, the EEOC ruled in *Lusardi v. McHugh* that, “Persistent failure to use the employee's correct name and pronoun may constitute unlawful, sex-based harassment if such conduct is either severe or pervasive enough to create a hostile work environment when judged from the perspective of a reasonable person in the employee's position; and

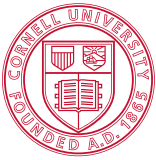
Whereas, The United States Office of Personnel Management’s Transgender Guidance states, “Continued intentional misuse of the employee's new name and pronouns, and reference to the employee's former gender by managers, supervisors, or coworkers may undermine the employee's therapeutic treatment, and is contrary to the goal of treating transitioning employees with dignity and respect. Such misuse may also breach the employee's privacy, and may create a risk of harm to the employee”; and

Whereas, The University’s Equal Education and Employment Statement declares that no person shall be discriminated against based on “sex, sexual orientation, gender identity or expression”; and

Whereas, On August 19, 2015, the Employee Assembly passed “Resolution 2: LGBTQ+ Inclusion for Workday & Campus Records,” subsequently acknowledged and approved by President Elizabeth Garrett on September 22, 2015; and

Whereas, On November 12, 2015, the Student Assembly passed “Resolution 20: Preferred Name on ID Cards to Promote LGBTQ+ Inclusivity,” subsequently acknowledged and approved by President Elizabeth Garrett on December 23, 2015; and

Whereas, As of July 1, 2016, changes have been made to the Enterprise Directory, the Active Directory, Workday, and PeopleSoft to allow both students and employees to choose preferred names, preferred pronouns, preferred gender markers, to self-report sexual orientation and gender identity, and to have preferred name displayed on the Cornell ID card; and



Cornell University
Employee Assembly

40 **Whereas,** There are a number of systems across the institution still pulling and displaying legal name
41 in places where there is no demonstrated need to do so, causing employees to be outed and
42 breaching employees' privacy.

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44 **Be it therefore resolved,** The Divisions of Cornell Information Technologies and Human
45 Resources communicate to all system managers and personnel that by July 1, 2017, the university
46 will no longer use the legal name of an individual in internal, inward-facing systems that do not have
47 an explicit business purpose (e.g. government reporting, insurance, financial transactions, etc.) for
48 collecting or displaying legal name.

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50 **Be it further resolved,** The Divisions of Cornell Information Technologies and Human Resources
51 develop instructions on requesting an exception to this policy because of an explicit business
52 purpose.

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54 **Be it further resolved,** By January 10, 2017, any application or function that is now retrieving the
55 name from the Directory and has a requirement for legal name will need to be changed to retrieve
56 the legal name from the data of record: Workday for employees, PeopleSoft for students and alumni.

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58 **Be it finally resolved,** By July 1, 2017, any application or function that is now retrieving the name
59 from the data of record and is for an inward-facing purpose must use and display only the preferred
60 name and not the legal name.

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63 **Adopted by Vote of the Assembly (_ - -), _____, 2016,**

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65 **Respectfully Submitted,**
66 Ulysses J. Smith, *LGBTQ+ Representative, Chair, Employee Assembly*

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GENDER IDENTITY, SEXUAL ORIENTATION, PREFERRED NAME, AND PREFERRED PRONOUN

Original charge: Assess the possibilities, opportunities, and challenges to allowing students to self-select preferred gender.

Expanded charge: Assess the possibilities, opportunities, and challenges to allowing students to self-select (optional questions) gender identity, sexual orientation, and preferred pronoun usage. In addition, identify use of preferred first name on internal Cornell documents.

RECOMMENDATION 1: PROVIDE STUDENTS WITH THE OPPORTUNITY TO SELF-REPORT GENDER IDENTITY, SEXUAL ORIENTATION, AND GENDER INCLUSIVE PREFERRED PRONOUNS.

Based on a review of best practices of other institutions, laws, and input from Student Assembly, Graduate Professional Student Assembly, Employee Assembly, University Assembly, Human Resources, and a variety of constituents on campus, the **workgroup proposes the following self-selection options be added to Student Essentials and Student Center.**

Gender identity*	Sexual orientation*	Gender inclusive pronouns**
<ul style="list-style-type: none"> • agender • androgyne • demigender • genderqueer or gender fluid • man • questioning or unsure • trans man • trans woman • woman • Other gender identity (specify) • prefer not to disclose 	<ul style="list-style-type: none"> • asexual • bisexual • gay • straight (heterosexual) • lesbian • pansexual • queer • questioning or unsure • same-gender loving • Other sexual orientation (please specify) • prefer not to disclose 	<ul style="list-style-type: none"> • he, him, his, himself • she, her, hers, herself • sie, hir, hirs, hirself • zie, zir, zirs, zirsself • they, them, theirs • prefer name only • none listed

*Options based on best practices suggested by Consortium of Higher Education LGBT Resource Professionals

** See <http://dos.cornell.edu/lgbt-resource-center/trans-inclusion-cornell/gender-inclusive-pronouns>

The workgroup also recommends that the gender inclusive name prefix, **Mx**, be added to the current self-selection options (Ms, Mr, Mrs, and Dr) in Student Essentials

RECOMMENDATION 2: USE STUDENTS' PREFERRED FIRST NAME AND MIDDLE NAME ON INTERNAL DOCUMENTS, IN COMMUNICATIONS, AND WHERE APPROPRIATE AND FEASIBLE, IN INFORMATION SYSTEMS.

Preferred first and middle names appear in PeopleSoft on Student Services Center, Faculty Center, and Advisor Center and on various other pages; on class lists and grade rosters; and have recently been added to the Cornell

directory and to Outlook. **The use of preferred first and middle name should be expanded to other systems such as BlackBoard, StarRez, Library, and CMail. In addition, preferred first name and middle initial should appear on university ID cards.**

Primary first, middle, and last names will be used for external documents, systems and reports including transcripts and diplomas; federal, state, and compliance reporting; and enrollment and degree certifications.

NetID's will continue to be composed of students' primary first, middle, and last name initials.

A periodic audit of preferred first and middle names will be conducted by the Office of the University Registrar to identify and correct the use of inappropriate or offensive names.

RECOMMENDATION 3: ADD PREFERRED PRONOUNS TO STUDENT SERVICES CENTER, FACULTY CENTER, ADVISOR CENTER, BLACKBOARD, AND WHERE APPROPRIATE AND FEASIBLE, OTHER INFORMATION SYSTEMS, AND DISPLAY ON CLASS LISTS AND VARIOUS FORMS.

Currently, students do not have the ability to list or add a preferred pronoun in Student Essentials or Student Center. **We recommend that students have the ability to self-select preferred pronoun usage on Student Essentials and Student Center. Preferred pronouns should be displayed in other systems including, but not limited to, Student Services Center, Faculty Center, Advisor Center, and BlackBoard, as well on class lists.** This addition will assist our faculty and staff in providing more inclusive conversations with respect to one's preferred and self-selected gender identification.

RECOMMENDATION 4: RESTRICT ACCESS TO PRIMARY NAME AND LEGAL SEX TO UNIVERSITY "GATEKEEPERS."

Primary first, middle, and last names, and legal sex must continue to be stored in PeopleSoft, data marts, and other information systems although **access to the information must be limited to staff who have the legitimate business need for the information.** The workgroup identified the following offices as having a legitimate business need for access to primary name and legal sex: University Health Services/Gannett (including Student Insurance), CUPD, Office of the University Registrar and college student service/registrar offices, Financial Aid and Student Employment, Institutional Research and Planning, Athletics, Cornell Abroad, International Students and Scholars Office, Residential and Event Services, and University admissions offices. A detailed assessment should be conducted to identify other offices that need access. In each of these offices, **a limited number staff who can serve as "gatekeepers" should be identified.**

The Office of the University Registrar will be the data steward of primary first, middle, and last names, and legal sex. Updates and corrections to primary first, middle, and last names will continue to require legal documentation such as a US passport, birth certificate, or other court-issued document. For transgender students, the Office of the University Registrar will update a student's legal sex with a letter of support from a doctor, social worker, University Health Services, or the Director of the LGBT Resource Center.

Primary first and middle names and legal sex are displayed in PeopleSoft on the Student Service Center, Faculty Center, and Advisor Center pages, and in other information systems and data marts, and are requested on numerous forms and documents. **In all these systems and on forms, primary first and middle names, and legal sex should be replaced by preferred first and middle names, and gender identity except where access by "gatekeepers" is necessary.**

IMPLEMENTATION CONSIDERATIONS

IDENTIFY IMMEDIATE AND SHORT-TERM OPPORTUNITIES

Use preferred first name on ID cards. Changes to PeopleSoft and the ID card system are currently being implemented. The goal is to have the changes in place by the end of June 2016.

Introduce gender identity and/or sexual orientation self-reporting options to campus and encourage their use in surveys. While data will not be stored in PeopleSoft initially, the addition of options to institutional surveys, for example the PULSE or freshman surveys, will begin to develop a culture of inclusion and will allow for detailed analysis.

IDENTIFY INFORMATION SYSTEMS THAT NEED TO BE MODIFIED OR ENHANCED

Significant modifications to information systems will need to occur prior to the implementation of many of the workgroup's recommendations. As the official data of record and the source of student data for many other systems, PeopleSoft must be modified. Numerous other systems and data marts, and reports and data feeds must be thoroughly analyzed and potentially changed. Listed below are some of the considerations for PeopleSoft:

- Change interface to Student Essentials and Student Center
- Identify pages in PeopleSoft where gender identity, sexual orientation, and gender inclusive pronouns must and must not appear
- Identify pages in PeopleSoft where preferred name must and must not appear
- Identify pages in PeopleSoft where fields needs to be added, deleted, or changed
- Determine access needs
- Identify PeopleSoft enhancements and interfaces impacted by changes
- Identify and modify other systems that use PeopleSoft data, such as student data mart, StarRez, Maxient, Gannett's PointNClick
- Identify and modify internal and external reporting

Some recommendations, such as the addition of preferred first and middle name to the university ID card and reports and data feeds, will be easier to implement and can be done in a relatively short timeframe. Others will require in-depth analysis, collaboration between university offices, and likely a significant human and financial resource investment. The workgroup recommends that the University engage the CIT's Planning and Program Management Office to conduct an analysis of information system and data impacts, provide an estimate on cost to implement changes, identify resource requirements, propose a timeline and project plan, and submit a budget to the university administration for approval and allocation.

DEVELOP COMMUNICATION PLANS

Communications plans should be developed in stages that correspond with the rollout of the recommended system changes. Initial communications should announce the new features; educate the community on the importance of changes and expectations for use; and provide access to more information, assistance, and resources. Existing forums and communications should be leveraged such as new student orientation programming, beginning of semester communications to students and faculty, and student service staff meetings.

Key audiences for each stage of communications include:

- Incoming and current students
- Faculty, TAs, and academic advisors
- Student services staff, e.g. college registrars, residential staff, college student services providers
- IT student data systems owners
- Communications professionals and HR ambassadors
- Others as identified

All communications should include additional messaging:

- References, likely web-based, for more in-depth information
- Where to go with questions, both general and specific to this audience
- Reinforce Cornell's commitment to inclusion of people of all genders and sexual orientations and that Cornell's non-discrimination policy includes the protection of "sex, sexual orientation, gender identity and expression"

Communications Rollout 1: Cornell is expanding use of preferred name

- Key messages include: how to self-report preferred name, where preferred name will and will not be used, new ID card replacement policy, changing primary name will still require legal action
- Possible vehicles: web-based FAQ document, targeted emails with audience-specific cover letters and spokespersons, various websites including LGBT Resource Center, OUR, and the NewStudents website

Communications Rollout 2: Cornell is introducing the ability to optionally self-report preferred gender identity, sexual orientation, and gender inclusive pronouns

- Key messages: overview and access to definitions for new self-reporting options, where new options will and will not be used, who will have access to the data, how students can self-report, how Cornell will protect privacy, address additional concerns specific to target audience; identify expectations for students, faculty, and staff
- Possible vehicles: expanded FAQ document, "how-to" documentation linked to Student Essentials, face-to-face meetings with key constituents, and all other vehicles employed in number 1

ADMISSIONS APPLICATIONS

The group had high-level discussions about the addition of gender identity and sexual orientation questions to the university's admissions applications. It became clear that the group did not have enough expertise to address or make recommendations about admissions applications. We recommend that another workgroup, composed of representatives from Undergraduate, Graduate, Vet, Law, and Johnson admissions offices; Institutional Research and Planning; and the various assemblies be charged to address the recommendations of the Student Assembly Resolution #14 "Collecting LGBTQ+ Demographic Data". Expanding the application options for legal sex to include male, female, and intersex should also be considered.

GENDER IDENTITY AND SEXUAL ORIENTATION WORKGROUP MEMBERSHIP

Juliana Batista, Student Assembly

Anita Brenner, Athletics

Bonnie Comella, Undergraduate Biology

Cassie Dembosky, Office of the University Registrar, chair

Marne Einarson, Institutional Research and Planning

Kristen Eldridge, Residential and Event Services

Shawn Felton, Undergraduate Admissions

Margaret Frey, Human Ecology

Jen Gudaz, Fitness Center

Sara Hernandez, Graduate School

Diane Kubarek, Student and Campus Life

Dustin Liu, Student assembly

Mariah McNamara, Graduate School

Brian Patchcoski, LGBT Resource Center, co-chair

Brigitta Putnam, Recreational Services

Tammy Shapiro, Arts and Sciences

Terry Thompson, Law School

Alexander Thomson, University Assembly

Richard Walroth, Graduate/Professional Student Assembly

Karen Williams, Gannett Health Services



Employee Assembly Resolution 7: LGBTQ Inclusion in University Benefits

Abstract: This resolution requests information from the Division of Human Resources on gender-specific or gendered benefits in report form by March 1, 2017 in an effort to ensure same-gender couples are able to take full advantage of all offered benefits.

Sponsored by: Ulysses Smith, LGBTQ+ Representative, Chair, Employee Assembly

Reviewed by: Personnel Policy Committee, MM/DD/YYYY

Whereas, On July 26, 2013, the Supreme Court of the United States ruled that Section 3 of the Defense of Marriage Act (DOMA) was unconstitutional because it violated due process and equal protection principles; and

Whereas, The DOMA decision struck down the statute that defined “marriage” and “spouse” for purposes of Federal law to include only opposite-sex couples, thus extending most federal benefit programs, such as the Family and Medical Leave Act (FMLA) to any legally recognized marriage; and

Whereas, On July 1, 2014, President Obama signed Executive Order 13672, *On LGBT Workplace Discrimination*, prohibiting federal contractors and subcontractors from discriminating on the basis of sexual orientation or gender identity, effective April 8, 2015; and

Whereas, On June 26, 2015, the Supreme Court of the United States ruled that state bans on same-sex marriage violated the Equal Protection Clause of the Constitution; and

Whereas, The University’s Equal Education and Employment Statement declares that no person shall be discriminated against based on “sex, sexual orientation, gender identity or expression”; and

Whereas, Cornell University has long offered robust employer-sponsored benefits to employees and their spouses, including same-gender couples; and

Whereas, Some benefits, such as those that pertain to family planning, are conditioned on the legal sex of the employee’s spouse, thus leaving some same-gender couples unable to take part in certain benefits.

Be it therefore resolved, The Division of Human Resources and the Office of Benefit Services conduct a thorough assessment of all employer-sponsored benefits, both endowed and contract, and present the results of this assessment to the Employee Assembly by March 1, 2017.

Be it further resolved, The report should include a listing of benefits that are gender-specific or “gendered” in nature, including but not limited to fertility treatments and artificial insemination; benefits that are not available or pose significant obstacles to same-gender couples; explanations for



Cornell University
Employee Assembly

41 why each of the highlighted benefits is applied in that particular manner; and an indication of
42 whether the particular benefit can be modified to be inclusive of same-gender couples.

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44 **Be it finally resolved,** The University should make a good faith effort to correct any imbalance in
45 benefit offerings that are identified in collaboration with the LGBT Resource Center and the
46 Employee Assembly prior to the March 1, 2017 report deadline, and include any modifications in
47 the final report.

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50 **Adopted by Vote of the Assembly (---), _____, 2016,**

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52 **Respectfully Submitted,**

53 Ulysses J. Smith, *LGBTQ+ Representative, Chair, Employee Assembly*

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