

# Employee Assembly

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Employee Assembly  
Meeting Agenda  
October 1, 2025  
12:00pm-1:15pm  
[Zoom](#)

**“An Active Voice for Cornell Staff”**

1. Call to Order-12:00 p.m.

- Roll Call
- Land Acknowledgment of the Gayogohó:nq? (Cayuga Nation)

2. Approval of the [September 17, 2025 meeting minutes](#)

3. Call for Late Additions to the Agenda

4. Business of the Day

- Katie King, Associate Vice President, Cornell Office of Civil Rights
- President Kotlikoff and Provost Bala Townhalls
- [Occasional Commuter Parking](#) - Eligibility & Parking Locations

5. Committee reports

- Executive Committee
- Communications, Outreach and Recognition Committee
- Employee Education and Development Committee
- Employee Welfare Committee
- Benefits and Policy Committee

- Elections Committee

## 6. [Liaison Reports](#)

- UA Campus Codes Committee
- UA Campus Committee on Infrastructure, Technology and the Environment
- UA Campus Welfare Committee
- Campus Planning Committee
- Transportation Hearing and Appeals Board
- Committee for Campus-Constituency-Elected Trustees
- Faculty Senate

## 7. Open Discussion

## 8. Adjournment

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### Future Events & Reminders:

- [EA Meeting Schedule 2025-2026](#) - If you are unable to attend a meeting, please email us at [ea-exec@cornell.edu](mailto:ea-exec@cornell.edu)
- Next EA Meeting – 10/15/2025 at 12pm
- EA Meeting 10/15/2025 - Gordon Barger, Senior Director, Benefit Strategy and Initiatives
- President's Address to Staff - 1/8/2026 (location TBD)

*We strive to make all events accessible. If you are in need of accommodations in order to fully participate, please contact the Office of the Assemblies at [assembly@cornell.edu](mailto:assembly@cornell.edu).*



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## Employee Assembly of Cornell University

Minutes of the September 17, 2025 Meeting

12:00 PM – 1:15 PM

Zoom

- I. Call to Order
  - a. W. Treat called the meeting to order at 12:01pm
  - b. *Members Present:* M. Banta, V. Bell, M. Benda, E. Crawley, J. Best, A. Blakeslee, R. Boche, G. Brangman, S. Chang, C. Cornell, B. Dixon, J. Doss, A. Ericsson, K. Fitch, D. Hill, R. Howard, K. Karnuta, E. Krumm-Powers, J. Kruser, S. Lanchez, Y. Luckain, P. Mengers, M. Snyder, K. Supron, D. Surine, W. Treat, D. Wierson, N. Williams
  - c. *Members Absent:* D. McDermitt, A. Morse, S. Resue, I. Solís Cruz
  - d. *Also Present:* H. Depew
- II. W. Treat read the land Acknowledgement of the Gayogoꞓhoꞓnoꞓ (Cayuga Nation).
- III. Approval of the September 3, 2025 Meeting minutes
  - a. J. Kruser motioned to approve the meeting minutes with friendly amendments.
  - b. The minutes were **passed** by unanimous consent
- IV. Call for late additions to the agenda
  - a. Nothing to add
- V. Business of the day
  - i. EA Involvement, Responsibilities, and Housekeeping Items
    1. W. Treat went through responsibilities and housekeeping items for the employee assembly. The Employee Assembly had questions and comments.
  - ii. UA Campus Planning Committee Appointment and Vote
    1. D. Wierson introduced the two candidates for the role, and they gave small speeches to the Employee Assembly.
    2. R. Howard motioned to enter executive session
    3. The motion **passed** by unanimous consent
    4. M. Banta was chosen to fill the UA Campus Planning Committee role.
  - iii. Occasional Commuter Parking
    1. W. Treat shared the new commuter parking program that is being offered to staff and faculty. The employee assembly had questions and comments.



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## iv. Special Conditions Listserv

1. W. Treat shared about the special conditions listserv, which sends out messages to staff about transportation notices around campus.

## VI. Committee Report

- a. Executive Committee
  - i. W. Treat reported that the executive committee decided on the agenda for the current meeting and speakers for October.
- b. Communications, Outreach, and Recognition Committee
  - i. V. Bell reported they had their first meeting, and they decided on when the EA voice will be sent out and what will be included in the issue.
- c. Employee Education and Development Committee
  - i. Nothing to report
- d. Employee Welfare
  - i. M. Benda reported that she is working to plan the first meeting for the next week or two.
- e. Benefits and Policy Committee
  - i. Nothing to report
- f. Elections Committee
  - i. Nothing to report

## VII. Liaison Reports

- a. UA Campus codes Committee
  - i. Nothing to report
- b. UA Campus Committee on Infrastructure, Technology and the Environment
  - i. Nothing to Report
- c. UA Campus Welfare Committee
  - i. Nothing to Report
- d. Campus Planning Committee
  - i. Nothing to report
- e. Transportation Hearing and Appeals Board
  - i. Nothing to Report
- f. Committee for Campus-Constituency-Elected Trustees
  - i. C. Cornell motioned to have J. Kruser as the representative for this committee.
  - ii. The motion **passed** by unanimous consent
  - iii. J. Kruser was appointed to represent the EA on this committee.
- g. Faculty Senate
  - i. D. Wierson reported that the faculty senate discussed AI and teaching.

## VIII. Open Discussion

- a. C. Cornell requested that the executive committee puts out a priority survey, the employee assembly added comments. V. Bell shared that if any EA members have an event that the EA could table at or be present, they should share or reach out to her.



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## IX. Adjournment

- a. V. Bell motioned to adjourn the meeting
- b. The motion **passed** by unanimous consent

The meeting was adjourned at 1:01 pm.

Respectfully Committed,  
*Erin Kenefick-Coppersmith*  
Clerk of the Assembly



# Cornell Office of Civil Rights

Presentation to Employee Assembly  
October 1, 2025

# What Does COCR Do?

Sexual  
Misconduct  
Response

Discrimination,  
Harassment &  
Bias Response\*

Employee  
Accessibility &  
Accommodations

Consensual  
Relationships

Equal  
Employment  
Opportunity

Education &  
Training (HR 301  
Assigned Today)

\* COCR now handles all reports of discrimination, harassment, and bias

# Cornell Policy 6.4 – Protected Classes

Race	Color	Religion/Creed*	Ethnic/National Origin
Sex	Pregnancy or related condition*	Age	Disability*
Military or Veteran Status	Sexual Orientation	Gender Expression Gender Identity	Citizenship/ Immigration Status
Arrest/Conviction Record	Domestic Violence Victim Status*	Familial Status	Marital Status
Height	Weight	Caregiver Status	

\* Accommodations may be available



## Designated Reporters

1. Designated reporters must report **sexual harassment**, which includes sexual assault, dating violence, domestic violence, and stalking, that involves a **student** to COCR.
2. Most employees are not Designated Reporters.

## People Leader Responsibility

1. Supervisors and managers must take **all reasonable actions** to report and respond immediately to any reports or observations of harassment and/or discrimination that may impact an employee's working environment.

# What Happens When a Report is Received

**The Cornell Office of Civil Rights provides:**

- **A written explanation of rights, options, and the process**
  - Care & Concern Email
  - Opportunity for Informational Meeting (to explain the process under Policy 6.4)
- **Assistance accessing services and interim measures (when applicable)**
  - Counselling, advocacy, or medical services
  - Academic support and accommodations (class schedules)
  - Job assignments and accommodation (work schedules)
  - Campus housing changes
  - “No-contact” orders
  - Restrictive supportive measures

# Contact COCR



- Call 607-255-2242
- Email [civilrights@cornell.edu](mailto:civilrights@cornell.edu)
- Visit <https://officeofcivilrights.cornell.edu/>
- Meet in person - 500 Day Hall
  - M-F: 9-4:30

# Key Cornell Resources

## Cornell University Police

- **607-255-1111 or 911**
- Emergency response

## Cornell Office of Civil Rights

- **[officeofcivilrights.cornell.edu](https://officeofcivilrights.cornell.edu)**
- [civilrights@cornell.edu](mailto:civilrights@cornell.edu)
- [File a report](#)
- Procedure, resources

## Title IX Coordinator

- **607-255-2242**; [titleix@cornell.edu](mailto:titleix@cornell.edu)
- Reporting and consultation

## Victim Advocate

- **607-255-1212**
- Confidential Cornell advocacy service

## Sexual Harassment & Assault – Response and Education

- **[SHARE.cornell.edu](https://share.cornell.edu)**
- Care, support, and resources

## Office of the University Ombuds

- **607-255-4321**; **[ombuds.cornell.edu](https://ombuds.cornell.edu)**
- Confidential resource

# Key Community Resources

## The Advocacy Center of Tompkins County

- **607-277-5000** 24/7 Hotline

## Tompkins County

- **607-274-5610** Child Protective Services
- **607-216-6640** Family Court
- **607-274-5461** District Attorney's Office
- **607-272-7487** Assigned Counsel Program

## Sexual Assault Nurse Examiner Program (SANE) and Cayuga Medical Center

- **607-277-5000** Advocacy Center Hotline
- **607-274-4411** CMC Emergency Room

## NY State Child Abuse Hotline

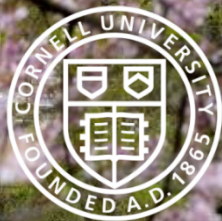
- **1-800-342-3720** General Number
- **1-800-635-1522** Mandated Reporters

## NY State Domestic Violence Hotline

- **1-800-942-6906** English
- **1-800-942-6908** Spanish

## When you need help finding help

- **Call 211**



**Thank you for your attention!**

**Please get in touch with any questions:**

**[civilrights@cornell.edu](mailto:civilrights@cornell.edu) and [titleix@cornell.edu](mailto:titleix@cornell.edu)**