EA R2: Employee Assembly Support for a Sustained Cornell Commitment to Preventing Sexual Violence

Abstract: This resolution affirms the Employee Assembly's support for a sustained, coordinated, and community-wide commitment to preventing sexual violence at Cornell University. Recognizing that sexual violence affects the well-being of the entire Cornell community, the resolution emphasizes the importance of incorporating staff perspectives and expertise into prevention efforts, institutional decision-making, and survivor support systems. It supports participation in the proposed Joint Commission on Sexual Violence and calls for meaningful staff representation, adequate training and resources, ongoing evaluation of university policies and practices, and transparent communication of progress. Through collaboration among Cornell's shared governance bodies, the resolution seeks to strengthen institutional accountability and advance a campus environment where all members of the community can learn, teach, live, and work free from sexual violence.

Sponsored by: Carl Cornell, Chair of the Employee Assembly; Rose Howard, Executive Vice Chair of the Employee Assembly; Alysia Ericsson, Parliamentarian of the Employee Assembly; Danyel Wierson, Vice Chair of Operations and Finance Employee Assembly

Reviewed by: Executive Committee, 10/28/26

Whereas, the assemblies serve as advisory bodies to the administration, representing matters of concern and constituent interests to University leadership, and;

Whereas, the three constituent assemblies–representing undergraduate students, graduate and professional students, and staff–and the all-constituency University Assembly, along with the Faculty Senate, comprised of the shared governance structure at Cornell, and;

Whereas, sexual violence inflicts lasting harm on individuals and communities, and its persistence at Cornell constitutes an institutional emergency that demands sustained attention and action;

Whereas, preventing sexual violence and fostering a safe, respectful, and supportive campus environment are shared responsibilities that extend across the entire Cornell community, including faculty, students, and staff;

Whereas, Cornell staff contribute to the University's educational mission through their work in student services, residential life, health and wellness, campus operations, administrative functions, administration, and numerous other areas that support the daily experiences and well-being of students and colleagues;

Whereas, staff members may be directly affected by sexual violence or may be among those called upon to support students, respond to disclosures, implement university policies, and navigate the operational and interpersonal consequences of the University's response;

Whereas, effective prevention and response require not only appropriate policies and procedures, but also adequate staffing, training, resources, clear communication, and systems that support survivors while fostering accountability and trust;

Whereas, staff possess important practical knowledge of the University's operations, support systems, and workplace culture, and their meaningful participation in institutional decision-making can strengthen the development and implementation of effective prevention and response strategies;

Whereas, addressing sexual violence requires sustained engagement, evaluation of existing approaches, and opportunities for members of the Cornell community to share their experiences and contribute to solutions;

Whereas, shared governance provides an important mechanism for bringing together the perspectives and expertise of faculty, students, staff, and university leadership to address complex institutional challenges and advance the well-being of the Cornell community;

Whereas, the proposed Faculty Senate resolution, *A Sustained Faculty Commitment to Preventing Sexual Violence*, recognizes the importance of sustained research, community engagement, and institutional review, and presents an opportunity to strengthen collaboration among Cornell's shared governance bodies;

Be it therefore resolved, that the Employee Assembly affirms its support for the goals and collaborative approach outlined in the proposed Faculty Senate resolution, *A Sustained Faculty Commitment to Preventing Sexual Violence*, and recognizes the prevention of sexual violence as a shared institutional responsibility requiring sustained commitment, accountability, and action.

Be it further resolved, that the Employee Assembly supports the proposed establishment of a Joint Commission on Sexual Violence and welcomes the opportunity to participate in its work. The Employee Assembly recommends that staff representation on the Commission reflect the diversity of staff roles, experiences, and areas of expertise across Cornell, including those whose responsibilities involve student support, campus services, workplace culture, and the implementation of university policies and procedures.

Be it further resolved, that the Employee Assembly emphasizes the importance of incorporating staff perspectives into the evaluation and development of university policies, procedures, prevention efforts, survivor support systems, and campus initiatives related to sexual violence. Such engagement should recognize the distinct experiences and responsibilities of staff while supporting a coordinated, community-wide approach to prevention and response.

Be it further resolved, that the Employee Assembly supports ongoing assessment of the effectiveness of the University's prevention and response efforts, with meaningful opportunities for staff, students, faculty, and other members of the Cornell community to contribute feedback and inform improvements. Findings,

recommendations, and progress updates should be communicated transparently to the Cornell community, consistent with applicable privacy and confidentiality obligations.

Be it finally resolved, that the Employee Assembly encourages strong and continued collaboration among the Faculty Senate, Student Assembly, Graduate and Professional Student Assembly, Employee Assembly, and University Assembly to advance shared governance, strengthen institutional accountability, and support a campus environment in which all members of the Cornell community can learn, teach, live, and work free from sexual violence.

Respectfully Submitted,

Carl Cornell – Chair of the Employee Assembly
Danyel Wierson – Vice Chair of Operations Employee Assembly
Rose Howard – Executive Vice Chair of the Employee Assembly
Alysia Ericsson - Parliamentarian of the Employee Assembly