

# Graduate and Professional Student Assembly

## Resolution 5: On Temporary Suspensions, Due Process, and Student Conduct Reform

**Abstract:** This resolution calls on Cornell University to reform its Student Code of Conduct and Procedures to ensure due process, fairness, and content-neutral enforcement of disciplinary actions. It responds to numerous cases in 2024–2025 in which students, primarily engaged in nonviolent protest activity, were subjected to temporary suspensions prior to hearings or findings of fact. Such suspensions have resulted in loss of enrollment, funding, healthcare, housing, and visa status, violating principles of due process and free expression.

**Sponsored by:** Irene Gatimi, Claire King, Alessandra Coogan, Michelle Heeney

**Reviewed by:** Executive Committee, 17/11/2025

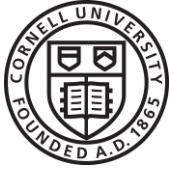
**Whereas,** the [Student Code of Conduct Procedures](#) (SCCP) in Chapter VIII Title A states that a “temporary suspension may be imposed only when available less restrictive measures are reasonably deemed insufficient to protect the Complainant or the University community,” and further allows such action only when “immediate action is necessary to protect the Complainant or the University community” and “the underlying allegation of prohibited conduct has not yet been adjudicated on the merits;”

**Whereas,** a temporary suspension can immediately trigger de-enrollment, severe restrictions on their ability to access campus facilities or attend religious services, loss of campus employment or graduate student stipends or assistantships, access to vital healthcare resources, and in some cases loss of F-1 visa status and exposure to deportation, all before any investigation has taken place or any evidence has been presented;

**Whereas,** suspended students in 2024-2025 were compelled to wait months for a hearing while enduring the hardships and educational disruption;

**Whereas,** justice delayed is justice denied;

**Whereas,** the initiation and pace of investigations are not standardized across cases (see [SCCP, Chapter XVIII](#)), leaving students vulnerable to losing progress toward their degree and/or putting



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their security in the United States at risk, all at the discretion and timeliness of the administrators overseeing their case;

**Whereas**, the Office of Student Conduct and Community Standards (OSCCS) and the Cornell administration temporarily suspended more than 30 Cornell students in 2024 and 2025 for protest activity, the overwhelming majority of whom had engaged in nonviolent conduct or speech;

**Whereas**, the Cornell administration imposed these temporary suspensions before providing a hearing or finding of fact on their alleged conduct;

**Whereas**, [Graduate and Professional Assembly \(GPSA\) AY2024-2025 Resolution 5](#) recommended halting of disciplinary measures against Graduate Student Worker Sriram Parasurama until due disciplinary procedures were complete;

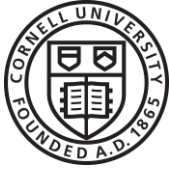
**Whereas**, in some cases, the delay in justice caused students to lose their funding to continue with their degree, as was seen with Graduate Student Worker Sriram Parasurama;

**Whereas**, the [Cornell Committee on Expressive Activity \(CCEA\), in its December 2024 report](#), expressed “*dismay...that the normal disciplinary process often takes four to six months or longer to complete*” during which time students subject to “interim suspension” are barred from campus before a full investigation and finding of fact;

**Whereas**, the CCEA expressed “*concerns about temporary suspensions being used punitively*” based on “*disturbing accounts of severe temporary suspensions being issued to students for non-violent conduct, without adequate due process;*”

**Whereas**, the CCEA further warned that “*the purposes of temporary suspension can become blurred between two rationales: (1) non-punitive protection of other community members from imminent harms or avoidance of substantial property damage, and (2) coercive discipline used to deter, retaliate, or compel immediate compliance with Cornell policies;*”

**Whereas**, the CCEA concluded that “*the OSCCS has imposed temporary suspensions, suspended those suspensions when the students involved have promised to comply with Cornell rules, and then re-imposed suspensions based on alleged violations,*” such that these cases can “*appear to involve an unhealthy plea-bargaining dynamic, in which excessively harsh threats of punishment*



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are used to compel “voluntary” agreement with inappropriate restrictions and waivers of future due process protections (such as short-circuiting the full deliberative disciplinary process);”

**Whereas**, multiple students were temporarily suspended for entire semesters for conduct that hearing panels ultimately found did not violate the Code (see [Report of Calder Lewis, Appendix I](#));

**Whereas**, [GPSA AY24-25 Resolution 11](#) formally recognized that language from Student Code of Conduct proceedings has been used by federal authorities to target graduate student workers at Cornell University;

**Whereas**, GPSA Resolution 11 called on Cornell to protect graduate student worker Momodou Taal by formally rescinding university statements currently being used to fund the Homeland Security Investigations (HSI) declarations, underscoring the urgent need for the University to uphold the rights of international students and ensure that institutional information is not used in ways that could discourage lawful protest or expression;

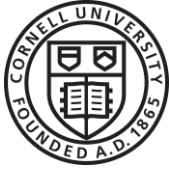
**Whereas**, the University’s [Student Code of Conduct Procedures](#) affirm the institution’s commitment to fairness, respect, and the protection of student rights in the university community; therefore the University must ensure that university-generated statements are not used in ways that undermine these foundational protections;

**Whereas**, the temporary suspensions were not subject to any form of review or appeal outside of a small set of Cornell administrators, highlighting the need for a broader, multi-member review structure consistent with principles of due process;

**Whereas**, the SCCP require fair notice, disclosure of charges and evidence, opportunity to respond, and access to review or appeal;

**Whereas**, the University’s use of interim, non-punitive measures as punitive sanctions imposed without investigation, hearing, or meaningful review, and thereby denying respondents the procedural protections required under its own regulations, violates of both the SCCP and fundamental principles of due process;

**Whereas**, all students charged under the Student Code of Conduct are entitled to prompt hearings and should not be subjected to punitive treatment before such hearings occur;



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105  
106 **Whereas**, the GPSA reaffirms Cornell’s Core Values of Free and Open Inquiry, Due Process, and  
107 Equity in Disciplinary Proceedings;

108  
109 **Whereas**, conditioning the lifting of temporary suspensions on students’ agreement to limit or  
110 censor their own expression violates Cornell’s Core Value of Free and Open Inquiry and  
111 Expression (see [Report of Calder Lewis, Appendix I](#));

112  
113 **Whereas**, these delays have a chilling effect on freedom of expression, discouraging not only  
114 suspended students but also others from participating in protests out of fear of being suspended or  
115 punished without due process;

116  
117 **Whereas**, nearly all temporary suspensions in 2024 and 2025 arose from pro-Palestine  
118 expressive activity, raising serious concerns about content-neutrality;

119  
120 **Whereas**, Cornell’s [Expressive Activity Policy \(4.23\)](#) mandates that expressive activities be  
121 administered “*in a content-neutral manner without regard to the message or viewpoint being*  
122 *expressed*” and that any restrictions on expression be “*applied as narrowly as possible and should*  
123 *be closely tailored to the harms they are designed to prevent*;”

124  
125 **Whereas**, using temporary suspensions to punish or deter political expression may be a violation  
126 of academic freedom and freedom of expression and that expressive activity should be regulated  
127 only to protect health, safety, property, or core university operations;

128  
129 **Whereas**, the current Student Code instructs the Vice President for Student and Campus Life (VP  
130 SCL) or their designee to chair and convene a standing “Code and Procedures Review Committee”  
131 that includes representatives from the Student Assembly (SA) and the GPSA), but does not  
132 otherwise designate members of the Review Committee;

133  
134 **Whereas**, the Code and Procedures Review Committee plays a central role in revising the Student  
135 Code and Procedures;

136  
137 **Be it further resolved**, the GPSA submits the attached [line-by-line recommendations](#) for revisions  
138 to the Student Code of Conduct and its Procedures, reflecting the concerns outlined in this  
139 resolution, and respectfully urges the Code and Procedures Review Committee to incorporate these  
140 changes into their ongoing review;





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**Be it therefore resolved,** that GPSA calls for revisions to the Student Code of Conduct and Procedures to ensure fairness, content-neutral application, and due process in administering the Code, including the restricted application of “temporary suspension” provisions, avoidance of delays, and even-handedness in enforcement measures;

**Be it further resolved,** that students subject to temporary suspension shall retain access to essential health, housing, immigration, and financial resources pending a final adjudication;

**Be it further resolved,** that any individuals from the central administration and the OSCCS who are on the Code and Procedures Review Committee should be ex officio non-voting advisory members;

**Be it finally resolved,** that the GPSA shall transmit this resolution to the President of Cornell University for adoption and urge the Code and Procedures Review Committee to take up these reforms promptly.

Respectfully Submitted,

Irene Gatimi

*Student Advocacy Committee Chair*

Claire King

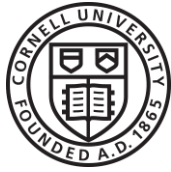
*Physical Sciences Voting Member*

Alessandra Coogan

*Master of Industrial and Labor Relations Representative at large Voting Member*

Michelle Heeney

*Counsel to the Assembly*



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## Appendix I: OSCCS Annual Reports OSCCS Report 2023-2024



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[studentconduct@cornell.edu](mailto:studentconduct@cornell.edu)

### ANNUAL REPORT FOR ACADEMIC YEAR 2024 Prepared by: Christina Liang

#### INTRODUCTION

The Cornell Student Code of Conduct (Code) establishes Cornell's expectations applicable to all students and recognized and registered student organizations at Cornell's Ithaca and Geneva campuses, and Cornell Tech. The Code is intended to preserve a higher education community and residential campus where 'any person' in the community can pursue their education in a secure and nourishing environment.

The Office of Student Conduct and Community Standards (OSCCS) manages the student conduct system and cases arising out of the Code. We receive and ensure the proper investigation and resolution of alleged violations of the Code, or of any other regulation as the University President or Board of Trustees may direct.

This report reflects information between August 2, 2023 – July 31, 2024.

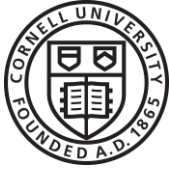
#### SUMMARY OF REPORTS AND OUTCOMES

##### Reports submitted to OSCCS

The following data represents a snapshot of the incidents the OSCCS managed and resolved in 2023-2024. Please note not every case reported to the OSCCS is resolved under the student conduct process. Reports received may be directly referred to other appropriate offices, including but not limited to Housing and Residence Life, and the Office of Institutional Equity and Title IX. Additionally, the following data includes only those resolved by July 31, 2024.

Reports	2023-2024			2022-2023			2021-2022			%age difference to prior year
	Total	Student	Student Org	Total	Student	Student Org	Total	Student	Student Org	
Total reports to OSCCS	915	833	82	911	861	50	740	694	46	+0.44%
# of Conflict Coaching	0	0	0	2	2	0	1	1	0	N/A <sup>1</sup>
# of Good Samaritan Cases	76	75	1	78	78	0	113	112	1	-2.6%
# of Summary Resolutions	141	141	0	126	126	0	122	122		+11.9%

<sup>1</sup> Percentage change is not available because the value in the previous academic year is zero.

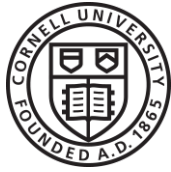


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# of Resolution Meetings	236	224	12	274	265	9	252	247	5	-13.9%
# of Mediations	0	0	0	8	8	0	28	28	0	N/A
# of RJ Conferences	5	5	0	4	4	0	13	13	0	+25%
# of Group Behavior Conferences	15	N/A	15	12	N/A	12	8	N/A	8	+25%
# of Not Responsible Outcomes	242	228	14	150	134	16	149	144	5	+61.3%

Interim Action	2023-2024			2022-2023			2021-2022			%age difference to prior year
	Total	Student	Student Org	Total	Student	Student Org	Total	Student	Student Org	
# of No Contact Orders	12	12	N/A	11	11	n/ / A	0	0	0	+8.7%
# of Privilege Restrictions	18	0	18	7	2	5	0	0	0	+88%
# of Temporary Suspensions	20	9	11	6	0	6	0	0	0	+107.7%

Formal Complaints	2023-2024			2022-2023			2021-2022			%age difference to prior year
	Total	Student	Student Org	Total	Student	Student Org	Total	Student	Student Org	
Total Formal Complaints	45	38	8	34	26	8	11	8	3	+32.4%
(1) # of Formal Complaints Dismissed	12	12	0	11	10	1	4	3	1	-9.1%
(2) # Resolved through Alternate Resolution	10	7	3	10	7	3	1	1	0	No Change
(3) # of Hearings	3	3	0	5	5	0	N/A	N/A	N/A	-40%
(4) # of Appeals	0	0	0	2	2	0	N/A	N/A	N/A	N/A



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Most Common Behaviors Reported	2023-2024	2022-2023	2021-2022	%age Difference to prior year
Alcohol-related	238	325	184	-30.9%
Drug possession	31	18	17	+53.1%
Failure to comply	47	20	51	+80.6%
Forged Document (Fake ID)	3	14	29	-129.4%
Theft	48	74	51	-42.6%
Unauthorized entry	32	27	181	+16.9%

## Top 10 Common Behaviors Report 2023-2024

Alcohol-related	238
Disruption	85
Assault and endangerment	82
Hazing	81
Property damage	80
Misconduct Related to Student Organizations	49
Failure to Comply	47
Unauthorized Entry	32
Drug-possession	31
Fire safety	27

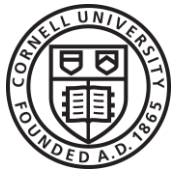
Outcomes <sup>23</sup>	2023-2024	2022-2023	2021-2022	%age Difference to prior year
Not Responsible	242	140	184	+72.9%
Oral warning (no retention of a reportable conduct record)	555	333	149	+66.7%
Alcohol and other drug education	439	229	322	+91.7%
Other educational workshop / reflections	319	223	156	+43%
Other student organization workshops / education	86	No Data	No Data	N / A
Written reprimand (conduct record maintained for up to graduation)	26	4	346	+550%
Deferred probation (conduct record varies)	3	2	5	+50%
Probation	4	2	35	+100%
Deferred suspension	1	1	1	No Change
Suspension / dismissal (permanent conduct record retained)	1	1	0	No Change

## DATA HIGHLIGHTS

*Increase in Interim Action.* The use of interim action in this academic year increased considerably due to a rise in reported behaviors that required OSCCS' immediate action to support and protect the safety and health of the University's educational environment and community, to deter retaliation from occurring in cases involving interpersonal conflict, and to preserve the integrity of the Formal Complaint's investigation and resolution process. OSCCS endeavors to use the least restrictive form

<sup>2</sup> Cases may have multiple outcomes.

<sup>3</sup> This data represents outcomes for both students and student organization cases. Certain outcomes are only eligible and appropriate for student cases.



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of interim action to balance public health and safety with fairness towards the Respondent and these interim actions include, but are not limited to any of the following:

- No contact orders
- Housing relocation
- Academic accommodations
- Limited access to certain buildings on campus
- Prohibition from hosting social events (student organizations only)
- Temporary suspension

*Increase in Formal Complaints.* The increase in Formal Complaints this academic year can be partly attributed to the increase in interim action, where the underlying behavior needs to be investigated, and partly attributed to cases involving interpersonal conflict failed to reach an agreement in one of the Alternate Dispute Resolution <sup>4</sup>options. Given the student conduct process is one that is agreement-based, resolutions can only be reached if both parties (Complainant and Respondent) agree on the terms of the resolution.

*Increase in Reports involving Student Organizations<sup>5</sup>.* The increase in Reports involving Student Organizations this academic year can be partly attributed to increase in community knowledge for how to report student organizations. As a result, OSCCS received numerous credible and concerning hazing reports involving 12 social fraternities in the spring 2024 semester.

## ACCOMPLISHMENTS

*Increased trust in use of student conduct process to address student organization behavior.* In the fall 2023 semester, OSCCS added a Hazing Recognition and Reporting module to the required Student Code of Conduct asynchronous training for all new students. During the spring 2024 recruitment period, OSCCS coordinated with Sorority and Fraternity Life to send outreach to all potential new members and their parents/guardians with resources and reporting information. This targeted and timely outreach resulted in an increase in reports involving concerning behavior.

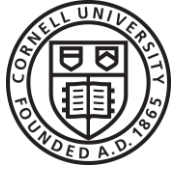
*Use of Alternative Dispute Resolution to address spectrum of group behavior efficiently.* The student conduct process aims to foster a system that prioritizes accountability, education and growth of students as responsible community members. The OSCCS effectively resolved 9 of the 12 social fraternity hazing cases received in the spring 2024 semester through an Alternative Dispute Resolution method where representatives of the student organization, Sorority and Fraternity Life, and the OSCCS reached resolutions that were restorative, collaborative, and efficient.

*Acknowledgement of those using Good Samaritan Protocol.* The Good Samaritan Protocol (GSP) is a University policy that promotes bystander intervention of community members who observe an individual experiencing distress, medical emergencies, and other vulnerable situations after engaging in alcohol and/or other drug use. While our community has been familiar with GSP, this past year, the OSCCS began sending emails to acknowledge community members who activated the GSP by calling for help. These emails recognize the importance of community members looking out for one another and reaching out for help for others.

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<sup>4</sup> Alternative Dispute Resolution is a variety of resolution options available to students and student organizations in the student conduct process to address a broad range of behavior reported to OSCCS.

<sup>5</sup> Student organizations including all recognized (social Greek-letter organizations) and registered student organizations (Campus Activity groups) and Cooperating Living communities.



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## CHALLENGES

*Recruitment of University Hearing and Review Panel (UHRP) Members.* While there continues to be increased engagement and full pool of students and staff on the UHRP, the OSCCS continues to struggle to identify sustained interest from faculty community members. While last year's nomination process yielded a few new faculty members, there remain multiple vacancies to fill. Along with vacancies contributing to delays in the hearing process and impacting overall resolution timelines, members of the small and limited faculty pool have needed to serve on multiple hearings.

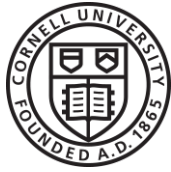
*Awareness of Conflict Coaching offerings.* The OSCCS offers conflict coaching, a one-on-one process between a student and a member of OSCCS, to members of our community to help individuals understand, manage, and resolve conflict on their own. Conflict coaching helps students build their confidence and skills by empowering them to address their own conflict. This resource has not readily been used largely due to limited awareness of its existence and option. The OSCCS looks forward to increasing knowledge about this resource to our community in the coming year.

## GOALS FOR 2024-2025

*Members of the OSCCS identified the following goals for the next academic year:*

- Implement alternative dispute resolution options that involve UHRP members.
- Increase awareness around conflict coaching resources provided by the OSCCS.





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## ANNUAL REPORT FOR ACADEMIC YEAR 2023

Prepared by: Christina Liang

### INTRODUCTION

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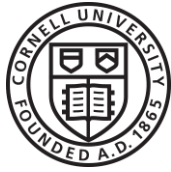
The OSCCS manages the student conduct system and cases arising out of the Code. We receive and ensure the proper investigation and resolution of alleged violations of the Code, or of any other regulation as the University President or Board of Trustees may direct.

This report reflects information between August 1, 2022 – July 31, 2023.

### SUMMARY OF REPORTS AND OUTCOMES

The following data represents a snapshot of the incidents the OSCCS managed and resolved in 2022-2023. Please note not every case reported to the OSCCS is resolved under the student conduct process. Reports received may be directly referred to other appropriate offices, including but not limited to Housing and Residence Life, the Office of Institutional Equity and Title IX, and the Bias and Assessment Review Team. Additionally, the following data includes only cases resolved by July 31, 2023.

REPORTS	2022-2023			2021-2022			%age Difference
	Total	Student	Student Organization	Total	Student	Student Organization	
Total reports to OSCCS	911	861	50	740	694	46	+23.1%
# of Conflict coaching	2	2	0	1	1	0	+100%
# of Good Samaritan cases	78	78	0	113	112	1	-31.0%
# of Summary resolutions	126	126	0	122	122	0	+3.3%
# of Resolution meetings	274	265	9	252	247	5	+8.7%
# of Mediations	8	8	0	28	28	0	-71.4%
# of RJ Conferences	4	4	0	13	13	0	-69.2%
# of Group Behavior Conferences	12	n/a	12	8	n/a	8	+50%
# of Not Responsible outcomes	150	134	16	149	144	5	+0.7%



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INTERIM ACTION	2022-2023			2021-2022			%age Difference
	Total	Student	Student Organization	Total	Student	Student Organization	
# of No contact orders	11	11	n/a	0	0	0	n/a <sup>1</sup>
# of Privilege restrictions	7	2	5	0	0	0	n/a
# of Temporary suspensions	6	0	6	0	0	0	n/a

FORMAL COMPLAINTS	2022-2023			2021-2022			%age Difference
	Total	Student	Student Organization	Total	Student	Student Organization	
Total Formal Complaints	34	26	8	11	8	3	+209.1%
(1) # of Formal Complaints dismissed	11	10	1	4	3	1	+175.0%
(2) # Resolved through Alternate Resolution	10	7	3	1	1	0	+900.0%
# of Hearings	10	10	0	0	0	0	n/a
(1) # of Formal Complaint dismissals	3	3	0	n/a	n/a	n/a	n/a
(2) # of Outcome determination hearings	5	5	0	n/a	n/a	n/a	n/a
(3) # of Appeals	2	2	0	n/a	n/a	n/a	n/a

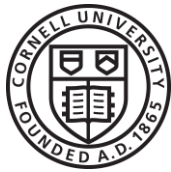
MOST COMMON BEHAVIORS REPORTED	2022-2023	2021-2022	%age Difference
Alcohol-related	325	184	+76.6%
Drug possession	18	17	+5.9%
Failure to comply	20	51	-60.8%
Forged document (fake ID)	14	29	-51.7%
Theft	74	51	+45.1%
Unauthorized entry	27	18	+50.0%

OUTCOMES <sup>23</sup>	2022-2023	2021-2022	%age Difference
Not responsible	140	184	-23.9%
Oral warning (no retention of reportable conduct record)	333	149	+123.5%
Alcohol and other drug education	229	322	-28.9%
Other educational workshop/reflection	223	156	+42.9%
Written reprimand (conduct record retained up to graduation)	4	346	-98.8%
Deferred probation	2	5	+60.0%
Probation (conduct record retained up to graduation)	2	35	-94.3%
Deferred suspension	1	1	no change
Suspension/dismissal (permanent conduct record retained)	1	0	n/a

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## Data highlights:

*Increase in Hearings.* The number of hearings that occurred in this academic year include cases that began in academic year 2022 and were resolved in academic year 2023. This year, the University Hearing and Review Panel convened for hearings involving student Respondents in three circumstances: 1) Formal Complaint dismissal reviews, 2) Outcome determination hearings, and 3) Appeals.

*Increase in reports.* The increase in the number of reports submitted to OSCCS are likely due to the North Campus Residential Expansion, which added approximately 2200 students to our on-campus residential community. Increasing our on-campus student population has likely brought forth a wider range of behaviors, both positive and negative. Additionally, this increase is consistent with the national trend indicating post COVID-19 student behavioral issues have continued to climb.

## ACCOMPLISHMENTS

### *Increased visibility through programming efforts*

Along with administering a student conduct process, OSCCS' promotes a responsible and respectful campus community through prevention education efforts. This year, our proactive programming efforts include presenting to all first-year students during Orientation Week, and the expansion of our Conflict Resolution and Hazing Prevention workshops. These programming efforts have created more opportunities for students to engage with OSCCS outside of the student conduct process as well as a better understanding of the conflict resolution services the office offers.

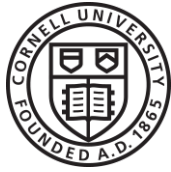
### *Launched Comprehensive University Hearing and Review Panel Training*

OSCCS' Hearing Panel Chair provided multiple training sessions to the 55-person (25 students, 15 staff, 15 faculty) University Hearing and Review Panel. Panel members received training in topics including Introduction to the Student Conduct Process, Preparing for Hearings, and Making Decisions and Determining Rationale. Additionally, panel members received Identity and Implicit Bias training, as approved by the Presidential Advisors on Diversity and Equity (PADE). This training has led to more efficient and student-centered hearings.

## CHALLENGES

### *Recruitment of University Hearing and Review Panel (UHRP) Members*

While there is increased engagement by students and staff, OSCCS continues to struggle to identify service interest from faculty. This year, OSCCS implemented a nomination process along with active recruitment and direct outreach that garnered some success in recruitment of faculty. However, there remain multiple vacancies, which will contribute to delays in the hearing process and impact overall resolution timelines. In this coming year, adjustments will be made to the recruitment timeline in hopes of filling vacancies. Fortunately, retention of faculty has been high because of the meaningful opportunity faculty have to work with students and staff in a non-academic environment.



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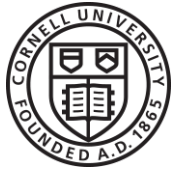
## GOALS for 2023-2024

*Members of the OSCCS identified the following goals for the next academic year:*

- Continued refinement of our alternative dispute resolution options so we can enhance efficiency and shorten resolution timelines while balancing thoughtful resolutions for students involved.
- Expand the use of alternative dispute resolution, specifically conflict coaching and mediation in instances involving interpersonal conflicts that do not rise to a Code violation.
- Expand prevention education workshops topics.

184  
185  
186 **OCCS Report 2021-2022**

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# Graduate and Professional Student Assembly



Cornell University

Office of Student Conduct and Community Standards

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## ANNUAL REPORT FOR ACADEMIC YEAR 2021-2022

Prepared by: Christina Liang

### INTRODUCTION

The Cornell Student Code of Conduct (Code) establishes Cornell's expectations applicable to all students and recognized and registered student organizations at Cornell's Ithaca and Geneva campuses, and Cornell Tech. The Code is intended to preserve a higher education community and residential campus where 'any person' in the community can pursue their education in a secure and nourishing environment.

*"Cornell is watching out for the students by having these crucial university policies that are in place to help us reach our maximum potential, and in order to execute this important goal I have to follow and promote the university policies."*

*-Excerpt from a student's reflective exercise*

The Board of Trustees approved the new Code and the Student Code of Conduct Procedures (Procedures) in December 2020. The Office of Student Conduct and Community Standards (OSCCS) replaced the Office of the Judicial Administrator (OJA) on July 1, 2021. The Code and Procedures took effect August 2, 2021. As a result of carryover cases that remained pending from the previous academic year, OSCCS resolved cases under both the current Code and the Campus Code of Conduct in this year of transition.

The OSCCS manages the student conduct system and cases arising out of the Code. We receive and ensure the proper investigation and resolution of alleged violations of the Code, or of any other regulation as the University President or Board of Trustees may direct.

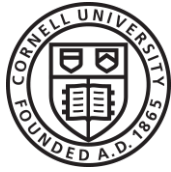
This report reflects information between August 2, 2021 – July 31, 2022.

### SUMMARY OF REPORTS AND OUTCOMES

#### Reports submitted to OSCCS

The following data represents a snapshot of the incidents the OSCCS managed and resolved in its inaugural year. Please note not every case reported to the OSCCS is resolved under the student conduct process. Reports received may be directly referred to other appropriate offices, including but not limited to Housing and Residence Life, and the Office of Institutional Equity and Title IX. Additionally, the following data includes only resolved cases and does not include cases that are still moving through the conduct process and have yet to reach complete resolution.

	Total	Individual	Organization
Reports submitted to the OSCCS	740	694	46
# Resolved through Conflict Coaching	1	1	0
# Resolved through Good Samaritan Protocol	113	112	1
# Resolved through Summary Resolution	122	122	0
# Resolved through Resolution Meeting	252	247	5
# Resolved through Mediation	28	28	0
# Resolved through Restorative Justice Conference	13	13	0
# Resolved through Group Behavior Conferences	8	n/a	8



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# of Reports resulting in a signed Formal Complaint	11	8	3
# Resolved through Alternate Resolution	1	1	0
# of Hearings	0	0	0
# of Not Responsible outcomes	149	144	5

## Most Common Behaviors Reported

Alcohol consumption	184
Failure to comply	51
Theft	51
Forged documents (fake ID)	29
Unauthorized entry	18
Drug possession	17

*"This experience has taught me to always consider the reasons that I am making decisions, and to then weigh the risks and rewards and the compromises that I am making for my goals and why I am making them. In the future, I will put my opportunity for success first and weigh any decisions that I make with informed ideas about my own motivations and consequences."*

*-Excerpt from a student's reflective exercise*

## Outcomes

Not responsible	184
Oral warning (no retention of a reportable conduct record)	149
Alcohol and other Drug education	322
Other educational workshops / reflections	156
Written reprimand (conduct record maintained for up to graduation)	346
Deferred probation (conduct record varies)	5
Probation	35
Deferred suspension	1
Suspension / dismissal (permanent conduct record retained)	0

Worthy of noting is OSCCS' implementation of numerous Alternative Dispute Resolution options resulted in a significant reduction in formal hearings. Our Code has enabled OSCCS to handle and resolve reports in a flexible manner so that behavior can be addressed promptly and with an emphasis on personal growth and community restoration.

## ACCOMPLISHMENTS

### Establishing a Vision, Mission, and Student Learning Outcomes

As part of launching the new student conduct office, OSCCS created a vision, mission, and student learning outcomes to guide its work, drive innovation, and build a foundation to assess its successes.

### Vision Statement

The OSCCS envisions creating an educational and restorative student experience that upholds community standards and promotes personal development.

### Mission Statement

The OSCCS promotes a responsible and respectful campus community through prevention education and by supporting students in navigating conflict in a transparent, fair, and equitable process.

### Student Learning Outcomes

As a result of *engaging* with OSCCS, students will be able to:

- Identify principles and values of the Student Code of Conduct
- Identify community standards established by the Code
- State the role of the OSCCS within the Cornell community

As a result of *participating* in the conduct process, students will be able to:





# Graduate and Professional Student Assembly

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- Describe their rights under the Code
- Explore their options for resolution to make informed choices
- Share their perspective in the conduct process

As a result of *reflecting* on their experience with the OSCCS, students will be able to:

- Explain how their behavior impacts others
- Identify their role as a part of the greater community
- Evaluate the relationship between their behavior and values

*"This experience has taught me to always consider the reasons that I am making decisions, and to then weigh the risks and rewards and the compromises that I am making for my goals and why I am making them. In the future, I will put my opportunity for success first and weigh any decisions that I make with informed ideas about my own motivations and consequences."*

*-Excerpt from a student's reflective exercise*

## **Reimagining Cornell's Approach to Addressing Student Conduct**

The Code aims to foster a student conduct process that prioritizes accountability, education, and the growth of students as responsible community members. This year, the OSCCS began implementing a new approach to address reports of alleged violations of the Code using multiple Alternative Dispute Resolution (ADR) methods that are centered around Restorative Practices and Restorative Justice. Below is a list and corresponding description of the resolution methods available for students reported to the OSCCS:

### Conflict Coaching

This ADR method is used to support an individual's ability to engage in, manage, or productively resolve conflict. A member of OSCCS works one-on-one with a student experiencing conflict, enabling the student to discuss the conflict with a neutral third party. In the discussion, OSCCS helps the student consider options for managing the conflict and determine an approach to discuss the conflict with the other person(s).

### Good Samaritan Protocol (GSP)

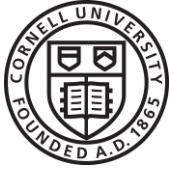
GSP is a Cornell policy that encourages students to call for help when they or another student are involved in an alcohol or drug-related emergency. Those who call for help and those who receive help will not be subject to conduct action by the OSCCS. Instead, students are required to complete alcohol and drug-related education at no cost. Additionally, a member of OSCCS will invite the student for a care and concern meeting where we provide resources and support to the student.

### Summary Resolution

This ADR method gives OSCCS the ability to summarily resolve violations of the Code that do not involve interpersonal misconduct (such as assault and endangerment, harassment, and hazing) where the Respondent agrees to complete the appropriate education. Summary resolution is used sparingly because it does not involve a meeting between the Respondent and the OSCCS.

### Resolution Meeting

This ADR method is facilitated by OSCCS staff. Along with an impact statement provided by the Complainant, a member of the OSCCS discusses the harms and impacts of the incident and works with the Respondent(s) and Complainant(s) individually to reach a mutually acceptable resolution. Generally, in cases not involving community harm as opposed to individual harm, a community impact meeting will be part of the resolution.



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## Mediation

This ADR method and confidential process involves trained student mediators from the Scheinman Institute on Conflict Resolution who assist the parties to reach a mutually acceptable resolution. Student mediators help the parties jointly explore the impact of the situation and reconcile their differences using tools that are both relational and problem-solving oriented. This model incorporates values and methods associated with transformative mediation, facilitative mediation, and restorative justice.

## Restorative Justice Conference

This ADR method focuses on the facilitated dialogue between multiple Respondents and multiple harmed community members. After discussing the harm, the parties decide what steps the Respondents can take to repair the harm. Student facilitators from the Scheinman Institute on Conflict Resolution guide the dialogue.

## Group Behavior Conference

This ADR method is a dialogue facilitated by OSCCS staff between a student organization and relevant stakeholders including campus advisors or coaches, individual complainant, or representative from office of oversight, and other related stakeholders such as headquarters staff, student representatives from related councils, or other involved parties from Cornell. After discussing the incident and impacts, the parties will identify the root issues to the incident and decide next steps for the organization to develop a plan of action for education and success as a group moving forward.

## Formal Complaint

This formal resolution method may be initiated by an individual complainant or a designated staff member in cases involving an institutional interest, such as OSCCS, Housing and Residence Life, Sorority and Fraternity Life. The Formal Complaint process initiates a timely, thorough, and impartial investigation where all parties are treated with fairness and respect. Upon completion of an investigation, five members of the University Hearing and Review Panel and a non-voting Hearing Panel Chair convene to determine whether the Respondent's behavior is a violation of the Code, and if so, the appropriate sanctions and remedies to address the behavior.

## Alternate Resolution

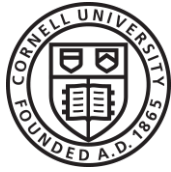
Available only when there is a signed Formal Complaint, this is a voluntary process available for the Complainant and the Respondent to explore potential resolution while the investigation is paused. The OSCCS discusses options for resolution with the parties separately to reach an agreeable outcome. If both parties and the Director agree to an outcome, the Formal Complaint is resolved and will not move to the hearing process.

***"By hearing the interpersonal effects of my poor decision, as opposed to just the minimal financial dent it caused, I come away with a greater sense of responsibility for how I support my community."*** -Excerpt from a student's reflective exercise

## Strategic Reorganization and Staffing a new Office

Vice President of Student and Campus Life, Ryan Lombardi, announced on June 2, 2021, the staff of the Office of the Judicial Administrator would become part of the Office of Student Conduct and Community Standards (OSCCS) and will report to the Robert W. and Elizabeth C. Staley Dean of Students, effective July 1, 2021.

The OSCCS team expanded this academic year to support the holistic development of the student experience. As the Code now applies to all student organizations (both registered and recognized), OSCCS created an Associate Director position designated to support Group Behavior and



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Development. Additionally, a professional Hearing Panel Chair was added to the OSCCS team to guide Hearing Panel proceedings in a fair, consistent, and respectful manner. Consistent with national benchmarking done, the OSCCS also expanded its capacity by hiring three Assistant Directors who participate, coordinate, and facilitate Alternative Dispute Resolution as well as investigate Formal Complaints.

## Members of the Office of Student Conduct and Community Standards



Christina Liang  
Director



Vin Ciampolillo  
Associate Director



Christine Nye  
Associate Director



Karen Vicks  
Hearing Panel Chair



Eleni Gordinier  
Assistant Director



Erika Crawley  
Assistant Director



Gregory Brown  
Assistant Director



Janey Bosch  
Case Manager



Steven Morey  
Administrative Assistant

## CHALLENGES

Members of OSCCS reflected upon challenges from the year that impacted the student conduct process and the work of our office and identified the following:

***"This is very important, and I will make sure I make a positive impact on my community and make up for the actions that I did in the past."***

*-Excerpt from a student's reflective exercise*

### **Residual COVID referrals**

The COVID-19 global pandemic led to an overwhelming number of reports to the student conduct office for the past two years. As a result, there continues to be significant administrative follow up with these cases. This includes sanction tracking, updating of electronic records, and a significant number of cases carried over from the Office of the Judicial Administrator that still require resolution.

### **Recruitment of University Hearing and Review Panel (UHRP) Members**

In its inaugural year, applications for student and staff UHRP openings exceeded positions, however the OSCCS struggled to fill faculty vacancies. In April, six (6) Faculty members were identified through the Dean of Faculty's office and appointed on a one (1) year basis. Faculty recruitment remains a challenge today. Additionally, the spring recruitment for the second year of the UHRP generated in a minimal number of student applications to fill the vacancies that resulted



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from students graduating or otherwise not returning. The low student numbers are largely due to general low engagement by community members who were experiencing burnout and overcommitment, as well as the required timing of the recruitment process in the late spring. It is important to note that to start the year, pending cases that required resolution under the Office of the Judicial Administrator required maintenance of two separate pools of community members to resolve student conduct cases.

## GOALS FOR 2022-2023

Members of the OSCCS identified the following goals for the next academic year:

- Discover and build more efficiency to shorten the time period between report and resolution while balancing effective and meaningful resolution for parties
- Expand our assessment efforts to identify whether our students are learning and experiencing growth from the student conduct process.
- Continue to engage with the Cornell community in prevention education, including programming and participating in student-facing events and activities.
- Develop more ADR options to resolve conduct reports that fit the diverse needs of Cornell students.