



Cornell University
Employee Assembly

E.A. Resolution #1
In Support of the Staff Community at the Inauguration of
Cornell's 13th President

Sponsored by: B.J. Siasoco, Greg Mezey

Whereas, the events of the Inauguration of Cornell's 13th President have been scheduled for September 17-18, 2015; and

Whereas, this an historic inauguration and time to celebrate President Garrett as the first female president of Cornell; and

Whereas, classes are not cancelled for any of the Inauguration events, and many members of the staff community are not free to attend the public events without the permission of their supervisor per Cornell's release time from work policy (HR 6.9); and

Whereas the staff community is excited to be a part of this historic chapter in Cornell's history, and is looking for ways to be engaged, beyond the call for volunteers for the public events; and

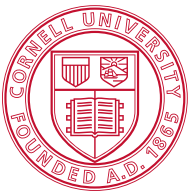
Whereas all members of Cornell's community are educators and play a pivotal role in the achievement of Cornell's mission; and

Whereas every constituent group should be treated with the same level of respect and importance during this historic occasion;

Be it therefore resolved, we respectfully request President Garrett to reconsider and cancel classes on Friday, September 18th from 10am-2:00pm so that the entire campus community may attend this historic event, particularly those staff, students and faculty who would be otherwise supporting the academic and university operations or in class; and

Be it further resolved, we respectfully request a meaningful opportunity be identified for the staff to engage with President Garrett during the Inauguration, similar to the faculty reception.

Be it finally resolved, President Garrett and Vice President Opperman communicate with the Deans, Directors and Department Heads the importance of staff participation in this historic event and not unreasonably withhold permission to attend, so long as it does not impact the essential functions of the university, and be granted paid release time to do so.



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35 **Respectfully Submitted,**

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38 **BJ Siasoco '08**

39 **Chair, Employee Assembly**

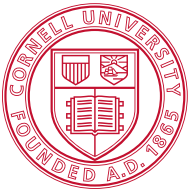
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41 **Gregory Mezey '09**

42 **Executive Vice Chair, Employee Assembly**

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44 assembly.cornell.edu/EA/Home



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E.A. Resolution # 2

LGBTQ+ Inclusion for Workday & Campus Records

Sponsored by: David Sun (RNSP)

On Behalf of: Ulysses Smith (DIWD) and Brian Patchcoski (LGBT Resource Center)

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”;

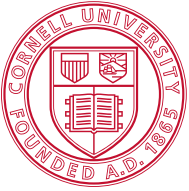
WHEREAS, The 2011 Employee Survey showed that 8.2% of staff identified as gay, lesbian, bisexual, questioning, or not specified;

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.

WHEREAS, On April 1, 2015, the EEOC ruled in *Lusardi v. McHugh* that the Department of the Army violated Title VII, stating that: “Persistent failure to use the employee’s correct name and pronoun [constitutes] unlawful, sex-based harassment...”;

WHEREAS, Employees are currently unable to change their gender via a self-service option in various internal university systems, and there is no option for indicating a preferred gender identity;

THEREFORE, BE IT SO RESOLVED, The University allow staff to change the gender marker and to select a preferred gender identity on their campus records and in Workday as a self-service option, without a letter or other burdensome items from a therapist or doctor;



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33 **THEREFORE, BE IT SO RESOLVED**, Where not prevented by state
34 law, the University allow staff to use a name other than their legal name on
35 internal records, including directory listings and Cornell ID cards;

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37 **THEREFORE, BE IT SO RESOLVED**, The software changes to
38 Workday and other campus records include additional pronouns such as
39 she, he, ze, and they;

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41 **THEREFORE, BE IT SO RESOLVED**, The University create an easily
42 accessible webpage that details the policies and procedures related to
43 changing names, gender markers, and gender identity on campus records;

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45 **THEREFORE BE IT FINALLY RESOLVED**, The University, led by the
46 Division of Human Resources and Safety Services, devise mechanisms to
47 provide institutional support of individuals who wish to seek transition-
48 related services, including initiating legal processes for name or gender
49 identity changes.

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51 **Respectfully submitted,**

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53 David Sun
54 *Residential & New Student Programs*

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56 Ulysses Smith
57 *Department of Inclusion & Workforce Diversity*

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59 Brian Patchcoski
60 *Lesbian, Gay, Bisexual, and Transgender Resource Center*

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