

Cornell University Employee Assembly

AGENDA
Employee Assembly Meeting
March 20, 2019
12:15 -1:30pm
401 Physical Sciences Building

“An Active Voice for Cornell Staff”

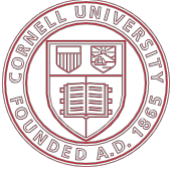
We strive to make all events accessible. If you are in need of accommodations in order to fully participate, please contact the Office of the Assemblies at (607) 255-3715 or assembly@cornell.edu.

- I. Call to Order & Roll Call -12:15pm
- II. Approval of Minutes
- III. Business of the Day (40 Minutes):
 - a. Mary Opperman: Policy 6.4 (15 Minutes)
 - b. Chantelle Cleary: Title IX (25 Minutes)
- IV. Committee Reports (5 minutes)
 - a. Communications and Awards Committee
 - b. Education Committee
 - c. Welfare Committee
 - d. Transportation Committee
 - e. Benefits and Policy Committee
 - f. Executive Committee
 - g. Elections Committee
- V. New Business
 - a. Closed Session: EA Information Flow (30 Minutes)
- VI. Adjournment – 1:30pm

Future Guests:

Note:

You may join via Zoom. Here is the link: Join URL: <https://cornell.zoom.us/j/258604492>



Cornell University Employee Assembly

Cornell Employee Assembly
Minutes of the February 6, 2019 Meeting
12:15-1:30 PM
401 Physical Sciences Building

I. Call to Order & Roll Call

- a. C. Wiggers called the order to meeting at 12:21pm.
Members Present: M. Pollack, M. Opperman, P. Andersen K. Barth, M. Benda, A. Brooks, T. Chams, H. Depew, T. Grove, A. Haenlin-Mott, A. Hourigan, L. Johnson-Kelly, K. Mahoney, E. Miller, B. Roebal, C. Sanzone, A. Sieverding, K. Supron, P. Thompson, C. Wiggers, D. Hiner, C. Dawson, H. Sheldon, N. Doolittle
- b. *Members Absent:* K. Fitch, A. Howell, K. LoParco

II. Announcements

- a. C. Wiggers welcomed President Martha Pollack and VPHR Mary Opperman to the meeting and stated that the meeting would include updates on current work going on across campus followed by time for questions and answers.
- b. C. Wiggers stated the Assembly would remain focused on two major things this semester-
 - i. Reconnecting the staff across campus
 - ii. Shift from resolution track to colleague collaboration track

III. Committee Reports (30 minutes)

a. Communications and Awards Committee (5 Minutes)

- i. C. Sanzone introduced herself as the chair of Communications and Awards Committee
- ii. Ms. Sansone stated a couple of highlights from the last semester as follows:
 - One of the things that they did was help organize the Annual President's Address which we went really well.
 - The event was live-streamed on CornellCast, and had an active group online which resulted in dozens of comments and questions.
 - The other event which the committee put on in the Fall was celebration for the George Peter Award recipient.
 - C. Sanzone discussed their plans for this semester:
 - Review their Awards program for timing, frequency, level of efforts, visibility and also marketing and promotion; taking into account all the awards and recognition programs on campus.
 - The ultimate goal for the committee is make recommendations before the end of this term so that they can do a total reboot for the 2019-2020 academic year.
 - The committee is going to collaborate with the Office of the Assemblies on a new initiative doing outreach to new employees. The Office of the Assemblies will help them with the data through HR. The hope is that this would not only bring visibility of EA but also allow better support to the new staff.
 - They are going to do a communication support for the roll out of the staff conversations summary report.
- iii. President Pollack thanked the committee for their efforts and commented that they were doing a really important. The president stated her concern regarding the diversity in gathering

nominations which was taken in account by C. Sanzone.

b. Education Committee (5 Minutes)

- i. A. Hourigan introduced herself as the chair of Education Development Committee which currently has 9 members; 3 of them are non-EA members.
- ii. The committee meets as needed and 5 members were active this academic year.
- iii. Currently, the committee is gathering information from the Health Education and Volunteer Benefits office regarding Employee degree program enrollee's completion and termination data as well as tuition aid benefits.
- iv. The committee is gathering information from Cornell's peer institutions regarding reimbursement of cost of tuition to employee to take courses off campus and what are those provisions and making reports about the same.
- v. The committee is currently working on an event which would help staff learn more about Cornell. This event would include sponsoring historical tours which the staff could sign for and this way the staff would learn about unique and interesting things about campus.
- vi. President Pollack appreciated the work of the committee and said that it would be a great idea to include sessions where in a faculty member would come and talk on their research as a way for staff to feel more connected with campus.

c. Welfare Committee (5 Minutes)

- i. A. Haenlin-Mott introduced herself as the chair of the Employee Welfare Committee and explained that this committee looks into health, wellness, work life, family support diversity, sustainability, transportation compensation etc.
- ii. The committee includes 9 members; of which 3 are non-EA
- iii. The committee has both in-person and Zoom meetings depending on the agenda of the meeting.
- iv. The committee has been supporting the Staff Conversations, which on started on December 19th, and they drafted a summary report of 11 sessions and 52 pages on January 9th
- v. This report has allowed them to generate qualitative data and some understanding of the needs of the staff.
- vi. Additionally, the committee has reviewed issues related to Title IX office as Title IX is closely related to the students and issues.
- vii. President Pollack appreciated the work of the committee and thanked them for their time and efforts.

d. Transportation Committee (5 Minutes)

- i. K. Mahoney introduced herself as the chair.
- ii. The committee has 6 members and did not meet much in the fall as they were waiting for the early recommendations and findings by the transportation consultant.
- iii. The committee has met with Bridgette Brady and Reed Huegerich, of the Transportation Services Office, to discuss the parking optimization survey results and commuter survey.
- iv. The chair reported that the Transportation Safety Council is set up and their initiative for this term is to think more broadly about transportation challenges.

e. Benefits and Policy Committee (5 Minutes)

- i. T. Chams introduced himself as the chair, representing the Benefits and Policy Committee which is the result of a merging of the Benefits and Policy committees.
- ii. The committee's goal is to work with HR and Benefit Services offices to review and recommend policy, benefits and other things that relate to the work environment.
- iii. They collaborate via monthly in person meetings and via Zoom.
- iv. The committee has 13 members, half of whom are on the assembly and the other half are representative of the Cornell Community.
- v. The committee has identified some discrepancies with regard to access and application of

- policies across various units due to differences in interpretations.
- vi. A goal of the committee is to work with HR to provide more equity and bridge the gap between employees so that no one gets left behind.
 - vii. The committee will be reviewing other institutions (peer and regional) and comparing policies to make sure that Cornell's workforce is competitive.
 - viii. President Pollack advised the committee to look at the peer review holistically since in many cases may be like comparing apples to oranges vis a vis Cornell's unique private-public status; in addition to its rural setting.
 - ix. The chair reported challenges in collaborating with other departments which are the subject matter experts, in sharing information with the committee so it can make decisions based on solid evidence.
 - x. The chair discussed the need for better communication to ensure that knowledge is disseminated efficiently and described the need for a system be in place to ensure that all units interpret and apply policies in the same manner.

f. Executive Committee (5 Minutes)

- i. Executive Vice Chair of the Assembly, H. Depew, gave the report, and explained that a goal of the assembly is to try to reach out to different units for areas of potential collaboration.
- ii. The committee meets on a weekly basis to discuss and approve the agenda.
- iii. H. Depew reported that the EA Chair met with Love Odih Kumuyi, from the Dean of Students office's Peer-to-Peer Counseling program to discuss potential collaboration and future training with the possibility of a spring semester training.
- iv. H. Depew has been asked to participate in the governance leadership and administration working group of the Accreditation Task Force and will have their first meeting this Thursday.
- v. Pilar Thompson has been working with Charlie van Loan, the Dean of the Faculty, on policy 6.4 which is a proposed revision on faculty related procedures.
- vi. EA had been asked to provide feedback on a draft financial and internal control policy review which they have received from the EA Executive team.
- vii. President Pollack expressed appreciation to the committee and thanked them for the work they are getting done.
- viii. VPHR M.Opperman invited the group working on the "Outreach to New Employees" initiative, and group thinking about the historical walking tour to work with HR so as to complement each other's work.
 - a. Gordon Barger would be the lead on the welcoming of new employees.
 - b. Linda Croll Howell could also provide info on what is already being done to support new employees.
- ix. President Pollack thanked the committee for their work and reminded the assembly of the employee recognition celebration next weekend which would include hockey, kids' sports, meals and free parking.

IV. Business of the Day

• Questions for President Pollack

1. What have been the downstream impacts of the govt shut down on the university?

- Cornell helped about a 100 IUSPA and NUSG Employees and another 100 in Georgetown who were not getting their paychecks and also arranged temporary jobs for some of them. Short term loans were given to students whose parents were affected by the government shut down.
- When the govt shuts down, the university doesn't get the research money which accounted to almost 11 million dollars in that period which will be returned as arrears but if the govt shuts down again, it would be a problem.
- It would be a bigger problem if a grant is due for renewal as the renewal timeline would be

extended due to delays and pileups. If the govt. was to shut down again, Cornell would try to continue doing the same things for the community as stated above.

2. Will President Pollack be taking a walk around the campus like last summer?

- President Pollack stated that the best part of the rounds from last summer was surprising people and added that when in Ithaca. President always preferred to go out and meet everyone on campus. President Pollack would love to do it again next summer.

3. Statement of unanimous support and appreciation for and on the presidential taskforce was made with a Proposal to lean on the employees to help in implementing and with any help in the work that the presidential taskforce.

- The offer was appreciated by President Pollack who went ahead to state that the program included both the staff and students and the diversity plans in colleague network group would be great.

4. In the October 2016 staff survey results that were announced in April 2017, 6 key areas were identified in the staff's personal and professional life, What actions have been taken after it was published?

- The Management had come up with many things like the staff appreciation portal, expansion for training of supervisors, expansion of college networks, putting mentors in place, consistency in application of policies and procedures in which they welcome the support from the benefits and policies committee.
 - Staff movement numbers had risen to about 40%, and they more work was being done to increase the numbers.
 - The Management was also looking at communications including consideration of use of social- media in the same.
 - Since copies of the minutes of the previous meeting were unavailable, the approval of the minutes was postponed to the next meeting in which both the previous and current meetings' minutes would be approved.
- *President M. Pollack and Vice President M. Opperman left the meeting after the above discussion.*
 - *Mr. Wiggers appreciated the efforts of all the committee chairs and thanked everyone for bringing up the insights of the committees.*

V. Approval of Minutes

- The copies of the minutes were not available and hence the approval would be in the next meeting.

VI. New Business

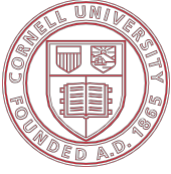
- Election season is coming up in March
- Resolution 3: Policy 6.4 Discussion- "Transfer of Representation of CU Academic Titleholders"
 - "Resolution 3 on Policy 6.4 discussion" was not the correct title, and was corrected to "Academic Titleholders"
 - The title of the discussion on resolution 3 of policy 6.4 was corrected as transfer

- of representation for CU Academic Titleholders
- The Resolution was put to vote and was passed unanimously.
- The details of the seats to be filled in the spring elections were discussed by Ms. G. Giambattista

VII. Adjournment

- Mr. Wiggers adjourned the meeting at 1:30pm.

Respectfully Submitted,
Bhagyashri Modi
Clerk of the Assembly



Cornell University Employee Assembly

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401 Physical Sciences Building

I. Call to Order & Roll Call

- a. C. Wiggers called the order to meeting at 12:15pm.
Members Present: P. Andersen, M. Benda, A. Brooks, T. Chams, H. Depew, T. Grove, A. Haenlin-Mott, A. Howell, L. Johnson-Kelly, K. Mahoney, E. Miller, B. Roebal, C. Sanzone, A. Sieverding, P. Thompson, C. Wiggers, D. Hiner, C. Dawson, N. Doolittle
- b. *Members Absent:* K. Fitch, K. LoParco, K. Barth, A. Hourigan, H. Sheldon, K. Supron

II. Approval of Minutes

The approval would be in the next meeting which is on March 6th, 2019.

III. Business of the Day

a. Bridgette Brady & Reed Huegerich: Transportation Survey & Parking Optimization Study

- C. Wiggers welcomed B. Brady and R. Huegerich to the meeting to discuss about the Transportation Survey & Parking Optimization Study.
- B. Brady and R. Huegerich presented their parking optimization study report to the Assembly.
- The following points were discussed in detail during the presentation:
 - i. Balance parking system
 - ii. Allowing efficient system management
 - iii. Encouraging multimodal transportation
 - iv. Enabling data driven decision making
 - v. Acknowledging and accommodating the growing mobility trends
- The presentation can be accessed at <https://cornell.box.com/s/f7ba7nzgskfx5pnb61nj1xqld1rq9wer>
- The presentation was followed by a Q&A Session, the report for which can be accessed at <https://cornell.app.box.com/file/413266549294>

b. Middle States Accreditation

- M. Clarkberg who is the Associate Vice Provost for Institutional Research and Planning introduced the Cornell Accreditation to the Assembly and the presentation can be accessed at “ <https://cornell.box.com/s/sa6j29166eau24lvhd9s8nsf3v50vvyk>”
- C. Wiggers thanked M. Clarkberg for the presentation and conveyed that that H. Depew would be answering any questions that the assembly may have on the subject.

c. Elections Discussion

- i. C. Wiggers started off the discussions on the upcoming elections by stating to the assembly that the following members will not be returning to the assembly:
 1. B. Roebal
 2. C. Dawson
 3. T. Grove
 4. K. Fitch
 5. P. Thompson (Undecided)
 6. L. Johnson-Kelly
 7. P. Andersen
- ii. C. Wiggers went on to add that two current members who are filling roles that were vacant last year and will be continuing this year are A. Brooks and C. Sanzone, and that all remaining members would be members of the Elections Committee.
- iii. C. Wiggers volunteered to chair of the Elections Committee.
- iv. C. Wiggers stated that the first point of discussion would be that how the Employee Assembly elections fit into the bigger assemblies' picture across the campus and also ensure that the timing makes sense for the work that the Office of Assemblies and some part of the student assemblies' elections GPSA and support.
- v. C. Wiggers stated that the elections would have to be done by some point in May so that the members elected into the University Assembly can take up their roles.
- vi. C. Wiggers proposed some considerations that he requested feedback on. It was proposed that, for future meetings, the Elections Committee consider meeting for the first time in March following the first EA meeting, i.e. every other week there is an EA meeting, they would again be meeting as and the Elections committee, on a Wednesday at 12 o'clock, which could be organized conventionally and by Zoom as well for convenience.
- vii. Emphasizing on the need to think about the communications, C. Wiggers stated that the assembly would defer to the C. Sanzone's committee on how best to advertise the vacancies and which methods would be used, with the options including the Cornell Sun, Cornell chronicle, Facebook and other networking tools etc.
- viii. C. Wiggers also proposed that the timeline of the elections also be advertised so that people considering running for position are well informed about various requirements and deadlines and the date of online voting.
- ix. C. Wiggers also invited opinions on his proposal that once concluded, even though the elected candidates would only be seated from the next semester, they be invited to start back seating early on a voluntary basis thereby making the transition process easier.
- x. G. Giambattista from the Office of Assemblies concurred upon the condition that elections committee will have to approve the calendar.
- xi. C. Wiggers stated that he would be working with the Office of Assemblies on the dates and would be holding a 3-hour meeting with G. Giambattista, before she leaves for Italy, and ensure that everything is finalized.
- xii. C. Wiggers added that he would work with P. Hampton over the next week to figure out what makes the most sense and bring it to the next meeting so that the notification could be sent out and voted on or make adjustments as necessary.
- xiii. C. Wiggers stated the need to think about the Executive committee for the next year as C. Wiggers is not intending on running for chair and would like to continue serving in the role as the Veterans' representative on the assembly for the next year. C. Wiggers would be available to members interested in putting up their candidature for the post to clarify their doubts, concerns and help them in understanding the role.
- xiv. C. Wiggers stated added with information on the following members
 - o H. Depew would be running for Executive Vice Chair again.
 - o P. Thompson is undecided

- K. Fitch was stepping down and taking a government position as an elected official
- xv. P. Thompson added that new people can also run for Chairs.

IV. Committee Reports (30 minutes)

a. Communications and Awards Committee (5 Minutes)

- i. C. Sanzone informed that a meeting of the Awards Review Committee had been put up on the calendar.
- ii. C. Sanzone had a couple of invitations going out to get a better representation from HR. So, the committee was to get a couple of people to join them.
- iii. C. Sanzone added that she had been scheduling the rest of the meetings for the semester and that the committee would be working on the communication plan for the elections.

b. Education Committee (5 Minutes)

- i. A. Hourigan, representative of the Education Committee, was out that day and the committee did not have any new updates.

c. Welfare Committee (5 Minutes)

- i. A. Haenlin-Mott stated that the committee was to introduce confidential counselling options for staff and added that a Zoom meeting was to be convened for the same on Monday.

d. Transportation Committee (5 Minutes)

- i. K. Mahoney from the committee shared the feedback on the Parking Optimization Study.
- ii. K. Mahoney emphasized on the sustainability goals on campus and informed that work was to be done on population-based recommendations.
- iii. K. Mahoney stated that the concerns raised in the meeting regarding the transportation were noted and that due actions would be taken to address the issues.

e. Benefits and Policy Committee (5 Minutes)

- i. T. Chams was to meet the HR and learn about the system of “Internal Hires” and gather information about how candidates are filtered.
- ii. T. Chams also informed the Assembly that the committee would be working on the policies which might affect transportation as per the points discussed during the beginning of the meeting.
- iii. T. Chams along with the HR was to talk about the survey which would be put out to understand people’s requirements.

f. Executive Committee (5 Minutes)

- i. H. Depew represents the Executive Committee and stated that they meet once a week.
- ii. H. Depew discussed on accreditation and informed that the committee would be meeting again on Friday to review the prior accreditation that was submitted and try to abbreviate it and submit something concise.
- iii. H. Depew reported that in the previous night’s meeting, the committee had passed a resolution thanking Cathy’s owner for her service as police chief.
- iv. It was also reported that there was a presentation from the University office going over their process and the number of people that they see throughout the year which is about 400 to 500.

V. **New Business**

- A general discussion regarding suggestions for how EA members can reach out to their constituents was held.

VI. **Adjournment**

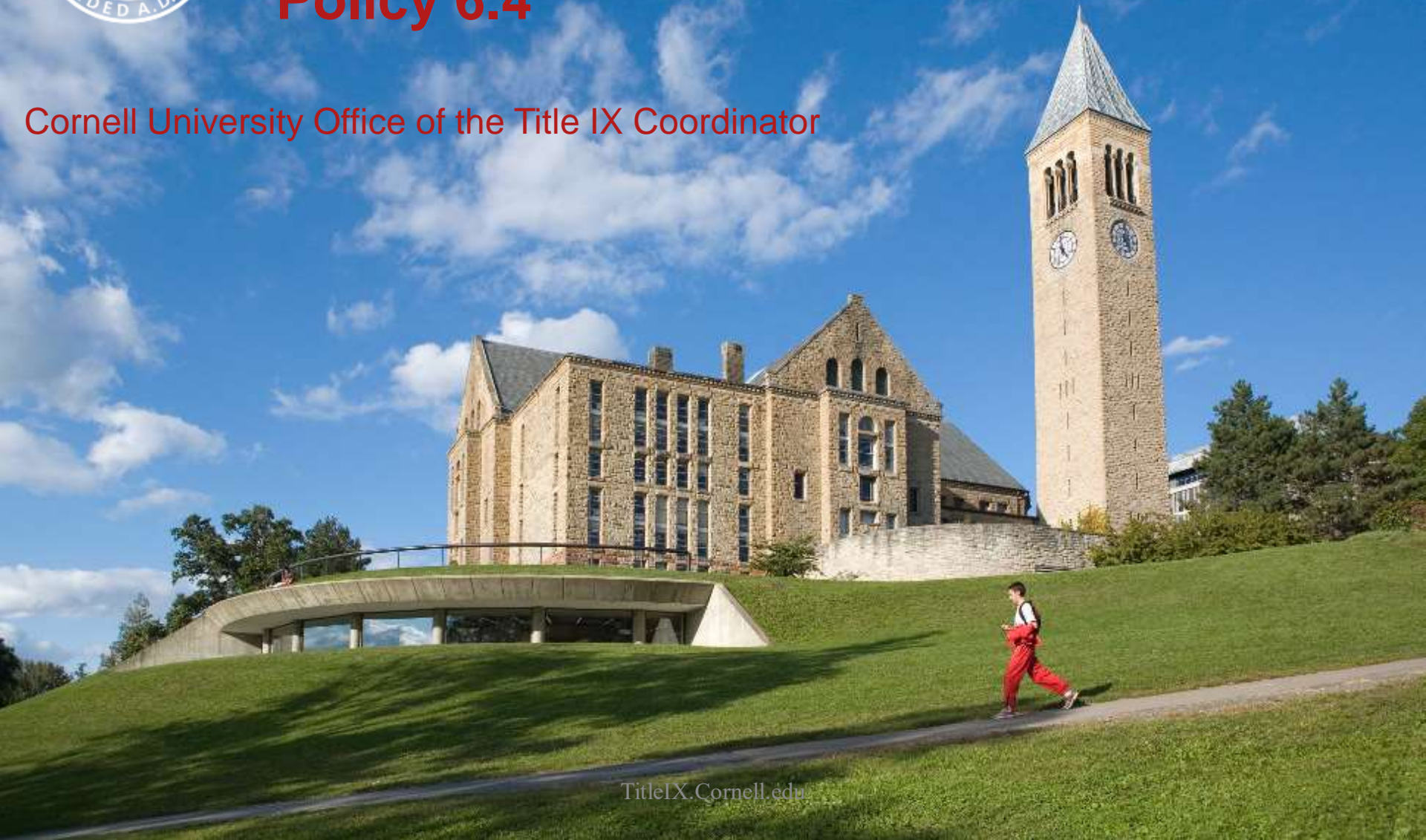
- C. Wiggers adjourned the meeting at 1:30pm.

Respectfully Submitted,
Bhagyashri Modi
Clerk of the Assembly



Cornell University's Response to Sexual and Related Misconduct: An overview of Policy 6.4

Cornell University Office of the Title IX Coordinator





Title IX at Cornell

Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members. To this end, through Cornell University Policy 6.4, the university provides means to address bias, discrimination, harassment, and sexual and related misconduct, including gender-based harassment, sexual harassment, sexual assault, domestic and dating violence, stalking, and sexual exploitation.

We share the responsibility for creating a safer, more caring campus culture in which bias, harassment, and violence have no place—and every member of our community is free to flourish. Cornell University complies with applicable state and federal statutes, including Title IX of the federal Higher Education Amendment of 1972



Cornell Policy 6.4

“Prohibited Bias, Discrimination, Harassment, and Sexual and Related Misconduct”

- Sets forth the university’s processes governing questions, concerns, and reports of bias, discrimination, harassment, and sexual and related misconduct, and investigations and resolutions of claims of prohibited conduct.
- The university has designated different types of prohibited conduct as well as procedures for resolution of reports under Policy 6.4 that correspond best with the university’s different constituencies: students, staff, and faculty.



Prohibited Conduct

Prohibited Student conduct under Policy 6.4 includes:

- Dating Violence
- Domestic Violence
- Sexual Assault
- Sexual Exploitation
- Sexual and Gender-Based Harassment
- Stalking
- Aiding Prohibited Conduct
- Attempting to Commit Prohibited Conduct
- Retaliation
- Violating an Interim Measure

Prohibited Staff/Faculty conduct under Policy 6.4 includes:

- Prohibited discrimination
- Protected-status harassment, including sexual harassment
- Retaliation
- Sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion



Prohibited Discrimination

Prohibited discrimination occurs when an employment or academic decision results in negative and/or different treatment of an individual based upon his or her Equal Education and Employment Opportunity (EEEE)-protected class status.

What is EEEEO Protected Status?

- Identities protected under federal, state, and local equal employment laws and regulations.
- Including: race, ethnic or national origin, color, gender (including pregnancy), age, creed, religion, actual or perceived disability (including persons associated with such a person), ex-offender status, military, or veteran status, sexual orientation, and gender expression and identity, and an individual's genetic information.



Protected Status Harassment

Protected-status harassment, including sexual harassment, occurs when an individual is targeted with verbal, written, visual, or physical conduct based on that person's EEO-protected status that unreasonably interferes with the individual's work or academic performance, or creates an intimidating, hostile, or offensive working or learning environment

- The conduct is direct.
- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic status.
- Submission to, or rejection of, such conduct by an individual is used as the basis for an employment or academic decision affecting that person.
- The conduct is sufficiently severe or pervasive to alter the conditions of the victim's employment or academic pursuits, and creates a work or educational environment that a reasonable person would find abusive.



Private versus Confidential

All Staff and Faculty should maintain individuals' privacy to the greatest extent possible, but most also have a duty to consult with the Title IX coordinator.

PRIVATE

All non-confidential resources (*most* staff and faculty) should maintain an individual's privacy to the greatest extent possible, sharing information only with the Title IX Coordinator

CONFIDENTIAL

Limited to:

- Cornell Health Services
- Faculty and Staff Assistance Program
- Cornell United Religious Work Chaplains
- Cornell Victim Advocates
- Director of Women's Resource Center
- Director of LGBT Resource Center
- University Ombudsman



Communicate Privacy

Tell Students:

“All Cornell offices and employees who cannot guarantee confidentiality will maintain your privacy to the greatest extent possible. The information you provide to a nonconfidential resource will be relayed only as necessary for the Title IX Coordinator to investigate and/or seek a resolution.”

-New York 'Enough is Enough' Law

The University offers a number of confidential resources for individuals who:

- are unsure whether to report prohibited conduct
- seek counseling or other emotional support

These resources are accessible with or without making a report to the University.



Communicate to the student their rights

Tell Students:

“You have the right to make a report to Cornell University Police, local law enforcement, and/or state police or choose not to report; to report the incident to Cornell; to be protected by Cornell from retaliation for reporting an incident; and to receive assistance and resources from Cornell.”

-New York 'Enough is Enough' Law

In addition to reporting, a student may choose to:

- File a Formal Complaint with the Title IX office
- File Criminal Complaint with the police and ask to pursue prosecution

Respect the student's decisions.



Definition of the Duty to Consult

Cornell faculty and staff members, with the exception “Confidential Resources,” are required to consult with the Title IX Coordinator or a Deputy Title IX Coordinator when they become aware of an alleged incident of sexual and related misconduct under this Policy 6.4 that involves a student as either the complainant or respondent.

Prohibited Conduct under Policy 6.4 includes:

- Dating Violence
- Domestic Violence
- Sexual Assault
- Sexual Exploitation
- Sexual and Gender-Based Harassment
- Stalking
- Aiding Prohibited Conduct
- Attempting to Commit Prohibited Conduct
- Retaliation
- Violating an Interim Measure



How to Consult

Either of the below options fulfils the Staff and Faculty Duty



FILL IN THE ONLINE REPORTING FORM

Visit [Biasconcerns.cornell.edu](https://biasconcerns.cornell.edu) to submit information to the Title IX coordinator and initiate Cornell's internal record-keeping



CONTACT THE TITLE IX COORDINATOR

Call 607-255-2242

Email titleix@cornell.edu

Meet in person at Day Hall

Be prepared with the name, date, time, location, and description of incident (if known).



What Happens When A Report is Made

The Title IX office offers support, guidance, and information to staff and faculty, departments, and the student.

- **The person who experienced the prohibited conduct receives an explanation of their rights, options, the process (including availability of law student procedural advisors)**
 - Care & Concern Email from the Title IX Coordinator
 - Informational Meeting
- **Assistance in accessing services and accommodations is offered:**
 - Counselling, advocacy, or medical services
 - Academic support and accommodations (class schedules)
 - Job assignments and accommodation (work schedules)
 - Campus housing
 - Escort and transportation services
- **Cornell may institute protective measures including:**
 - ‘No-contact’ orders
 - Temporary suspension (if a formal complaint occurs)



What Does Not Happen When A Report is Recieved

When a student consults with the Title IX office, it does not trigger:

- A report to the Police
- Contact with Parents, Spouses/Partners, Coaches, Advisors etc.
- A Formal Complaint or Notice to any other Party

Cornell strongly supports a complainant's desire for confidentiality or decision not to pursue resolution under Policy 6.4.

- **If they decide not to file a complaint, the University will honor the request, as long as doing so does not impact the University's ability to provide a safe and non-discriminatory environment.**
- **If they decide to file a formal complaint, the Title IX Coordinator will initiate a prompt, fair, and impartial Investigation and adjudication process.**



Procedural Advisors

- At all stages of investigation and adjudication under Cornell Policy 6.4, both complainants and respondents may seek the assistance of an advisor provided by the University to assist and advise the party.
- For Respondents, **The Judicial Codes Counselors**, available at: jccoffice@cornell.edu
- For Complainants, **The Complainant's Advisors**, available at: complaintadvice@cornell.edu
- The offices of the Judicial Codes Counselors and Complainant's Advisors are staffed by law students and available free of charge.
- As an alternative or in addition to utilizing an advisor offered by the University, each party has the right to select and consult with an advisor of their own choosing. This advisor may be any person, including an attorney, who is not a party or witness or otherwise involved in the case.



Retaliation

Adverse action taken against an individual for making a good faith report of prohibited conduct or participating in any investigation or proceeding under these procedures.

- Retaliation may include intimidation, threats, coercion, or adverse employment or educational actions.
- Retaliation may be found even when an underlying report made in good faith was not substantiated.
- Retaliation may be committed by the respondent, the complainant, or any other individual or group of individuals.
- Retaliation does not include good faith actions pursued in response to a report of prohibited conduct.



Training and Education Initiatives



Key Cornell Resources

Cornell University Police

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

Title IX Coordinator

- **607 255-2242**; titleIX@cornell.edu
- Reporting and Consultation

Victim Advocate

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

Faculty and Staff Assistance Program (FSAP)

- **607 255-2673**
- Confidential consultation and support for work/life issues

Sexual Harassment and Assault Response and Education

- **SHARE.Cornell.edu**
- Care, Support, and Resources

Cornell Health Services

- **607 255 5155**
- Confidential medical and mental health care; 24/7 phone consultation

The Advocacy Center

- **607 277 5000**
- Ithaca's confidential sexual and relationship violence hotline

Crisisline

- **607 272-1616**
- Ithaca's confidential suicide prevention hotline

Office of the Title IX Coordinator

- **TitleIX.Cornell.edu**
- Procedure, Resources



Thank you for your
attention.

Please get in touch with
any questions.