



Cornell University Employee Assembly

Cornell Employee Assembly
Minutes of the March 20th, 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 12:15pm.
- b. *Members Present:* A. Brooks, M. Benda, T. Chams, H. Depew, A. Haenlin-Mott, A. Howell, L. Johnson-Kelly, C. Sanzone, K. Barth, A. Hourigan, P. Thompson, C. Wiggers, D. Hiner, K. Mahoney, N. Doolittle, K. Fitch, K. LoParco, E. Miller
- c. *Members Absent:* H. Sheldon, P. Andersen, T. Grove, B. Roebal, A. Sieverding C. Dawson, K. Supron, J. Kruser

II. Approval of Minutes

- a. Motion to approve the minutes from the meeting of February 6, 2019 – approved with no dissent
- b. Motion to approve the minutes from the meeting of February 20, 2019 – approved with no dissent

III. Business of the Day

a. Laurie Johnston: Policy 6.4 (15 Minutes)

- C. Wiggers welcomed Laurie Johnston to the meeting to discuss about Policy 6.4 updates.
- Laurie Johnston introduced herself as the Director of Workforce Policy and Labor Relations(WPLR).
- L. Johnston discussed about Policy 6.4 and stated that Policy 6.4 addresses workplace and educational harassment and discrimination and the policy is jointly administered between WPLR, Title IX office and Department of Inclusion and Workforce diversity.
- L. Johnston stated that in the last couple of years, Policy 6.4 was revised for students specifically to address Title IX issues of sexual violence and sexual misconduct and then faculty members were included in the same.
- L. Johnston described that they have taken the student procedures and modified for employees and stated that WPLR office would be taking in account claims related to sexual discrimination and Title IX office would be taking in account issues related to sexual violence and sexual misconduct.
- It was explained that they have pulled them out of the old procedures and into the new procedures which upon adoption, will have better statute limitations, a more transparent investigation process and will also provide for a hearing and a review by the dean of the college or head of the unit, who will then take the factual findings from the hearing and determine the appropriate sanction.
- L. Johnston emphasized that this was a more consistent approach to such claims and that everyone, may it be student or faculty member will be subject to the same procedure.

- L. Johnston also stated that as per old faculty procedures, if someone believed that their conduct was protected by academic freedom, that issue could not be raised until after there was a finding of prohibited conduct. But as per the new procedure, the academic freedom and freedom of speech review at the very beginning of the matter so people don't have to go through months of investigation unnecessarily.
- It was clarified to the assembly that the new procedures do not alter the university's ability to act when it learns of a concerning conduct or behavior and would only be a means for an individual to file an individual claim in order to seek or redress something. If the university learns of any concerning act or behavior, the university is still free to act and that the new procedures are aimed at giving a fair chance to everyone to have a transparent and unbiased hearing.
- Chantelle Cleary invited faculty to volunteer for the panel and stated that volunteers are essential for the process to succeed.
- L. Johnston informed the assembly that they are in the process of presenting the new procedures to EA, Student assembly, the UA, the GPSA and other bodies.

b. Chantelle Cleary: Title IX (25 Minutes)

- Chantelle Cleary joined the Title IX office as Title IX coordinator in June last year and she said that Theoria Cason is going present along with her regarding Title IX.
- Chantelle Cleary talked about Policy 6.4 in regard to sexual violence and sexual misconduct and the presentation can be accessed via <https://cornell.box.com/s/gvle57oyk9tzizqtdbv8mismk758e06>
- Theoria Cason introduced herself as Title IX Training and Education coordinator and stated that there is a training coming up on sexual harassment which would keep THE members compliant to New York State law. So, coming in the next month, will have an immediate access to a new resource to understand your rights and responsibilities in your roles with regards to them.
- It was stated that one of their primary summer projects is to revamp the HR 200 and 201 trainings aiming to put together something comprehensive that will inform all faculty and staff of their rights and options as the employees of the university. The training will also keep them informed of their duty to consult and spread awareness about prohibited misconduct of students, faculty and staff.
- The training will also include the content of policy 6.3 and will review consensual relationship policy, how to inform when there is a consensual relationship between individuals, how the employees of the university can inform their supervisors that the relationship exists and have a formal record so that it avoids conflict of interests. It will also have the contents of sexual harassment trainings and will be a one stop shop for policy 6.3, 6.4 and New York state law.
- It was added that, in the fall, the goal would be to have something comprehensive and the university will put together an advisory committee consisting of people who work with the faculty, staff Angela's office and provost's office.
- H. Depew will be the representative of the Assembly on the Advisory Committee.
- It was informed to the assembly that they plan to deliver the training online which would be mandatory for everyone and in addition to online training, they plan to develop a program by which faculty and staff would be going in person to departments over a four year cycle so that everyone will have the opportunity to communicate one on one and ask questions.
- C. Wiggers thanked Theoria Cason and Chantelle Cleary for taking time and sharing their work with the Assembly.

IV. Committee Reports (30 minutes)

a. Communications and Awards Committee (5 Minutes)

- i. C. Sanzone stated that the committee is going to meet next week.
- ii. C. Sanzone stated that a doc was posted online, and emails were sent out regarding the Awards Program Review, mainly focusing on George Peter Award. Moreover, some updates were coming up on election calendar from Marketing and promotions.

b. Education Committee (5 Minutes)

- i. A. Hourigan stated that the committee had no updates.

c. Welfare Committee (5 Minutes)

- i. A. Haenlin-Mott stated that she had highlights on ongoing discussions and wanted to give an update to J.Kruser that she would be following up with anonymous mental health resources staff
- ii. A. Haenlin-Mott also stated that A. Howell would be following up on the presentation from Michael Hoffman talking about more what they all can do.
- iii. The assembly was informed that the next meeting of the committee is on the April 11th.

d. Transportation Committee (5 Minutes)

- i. K. Mahoney informed the assembly that the committee had met on Monday and they had a robust discussion on ways they could look at FLEX space and implications on benefits transportation system and sustainable actions.

e. Benefits and Policy Committee (5 Minutes)

- i. T. Chams informed the assembly that there was an update to the last station accommodation policy mandated by the state and requested everyone to check the details out online and get back to him in case anyone had any queries.
- ii. T Chams stated that the committee will brainstorm with transportation and that the meeting was scheduled for the next day, with the agendum to discuss on benefits.

f. Executive Committee (5 Minutes)

- i. H. Depew stated that the committee had no new updates.

> A Motion to go into closed session for the remainder of the time was passed unanimously.

V. Adjournment

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

Respectfully Submitted,
Bhagyashri Modi
Clerk of the Assembly