

1 **EA R3: Employee Assembly Condemning Hate Crime and**
2 **Any Other Form of Racism, Religious or Ethnic Bias,**
3 **Discrimination, Incitement to Violence**

4 ***Abstract:*** This resolution is a statement condemning hate crime and any other form of racism,
5 religious or ethnic bias, discrimination, incitement to violence targeting any person at Cornell
6 University.

7 ***Sponsored by:*** David Hiner (Main Sponsor), Adam Howell, Hei Hei Depew

8 ***Reviewed by:*** Executive Committee, August, 2020

9 **Whereas,** On July 1st, 2020 the Employee Assembly was the victim of a “zoom bombing” attack by
10 intruders unaffiliated with Cornell during its regularly scheduled open meeting.

11
12 **Whereas,** these outside intruders took advantage of the EA’s public dialog meeting format by
13 interrupting speakers and disrupting the meeting with hateful speech;

14
15 **Whereas,** the intruders continued to maliciously deface the virtual backgrounds of Hei Hei Depew,
16 Executive Vice Chair of the EA, and Adam Howell, Chair of the EA, along with other members
17 with Nazi signs and other derogatory imagery.

18
19 **Whereas,** the intruders used racist and derogatory verbal remarks pointed at EA members and
20 toward Cornell as a whole and;

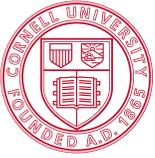
21
22 **Whereas,** the intruders continued to bombard the Zoom chat with derogatory and hateful speech.

23
24 **Be it therefore resolved,** the EA acknowledges the emotional pain these hurtful actions cause,
25 strongly condemns hate crimes, and any other forms of racism, religious or ethnic bias,
26 discrimination, or incitement to violence.

27
28 **Be it therefore resolved,** the EA strongly opposes the heinous actions of those who wished to
29 disrupt and tarnish the EA’s open and inclusive dialog.

30
31 **Be it further resolved,** the EA and the Cornell Office of the Assemblies will continue to work with
32 Cornell Information Technology to secure a safe and respectful environment for all Cornell and
33 interested Ithaca community members who wish to participate in a meaningful dialog during the
34 EA’s public meetings and open forums.

35
36 **Be it further resolved,** The EA will always use Cornell’s core values to guide and conduct its
37 meetings.



Cornell University Employee Assembly

39 **Be it further resolved,** The EA supports the use of Cornell's bias reporting system,
40 <https://diversity.cornell.edu/our-commitments/bias-reporting-cornell>, for any member of the
41 Cornell community that feels they have witnessed or experience and act of hate or bias that has
42 impacted the Cornell community.

43
44 **Be it finally resolved,** the EA encourages all members of the Cornell community regardless of
45 disability, ethnicity, nationality, or sexual orientation to participate in the shared governance process
46 and foster an inclusive environment for all voices to be heard.

47
48 **Adopted by Vote of the Assembly (20-0-0), August 19, 2020**

49
50 **Respectfully Submitted,**
51 **David Hiner, LGBTQ+ Representative, Employee Assembly**