

Cornell University
Student Assembly

Cornell University Student Assembly

Agenda of the Thursday, February 2nd, 2016
Meeting 4:45pm-6:30pm in WSH Memorial Room

- I. Call to Order & Roll Call**
- II. Approval of the Meeting Minutes**
 - a. Minutes of the January 26th Meeting
- III. Open Microphone**
- IV. Announcements and Reports**
 - a. VP Li
 - b. Rep Issur
 - c. VP McBride
 - d. Rep Valadez
- V. Mid-Year Bias Report Presentation – 5pm**
-Bias Assessment & Reporting Team (BART)
- VI. Initiatives**
 - a. Restructuring – President Berger
- VII. Executive Session**
 - Election: Financial Aid Review Committee Chair
 - Election of Provost’s Admissions and Financial Aid Committee Chair



Cornell University

FY17 REPORTING BIAS SYSTEM MID-YEAR REPORT

Summary of Activity July 1, 2016 – December 31, 2016

BIAS:

Reporting Bias

Have you ...
Seen It, Heard It,
or Experienced It?



For more information,
please contact the
Department of Inclusion
and Workforce Diversity:

Phone: (607) 255-1426

Email: Report_Bias@cornell.edu

Web: www.hr.cornell.edu/diversity/reporting

To Report: <http://biasconcerns.cornell.edu>



Cornell University

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Executive Summary

Commitment to Inclusion

A diverse community includes everyone and is the foundation for the meaningful exploration and exchange of ideas. Since its founding, Cornell University has encouraged a culture that provides for the full participation of all members of our campus community—this keeps us at the leading edge in education and in our fields and practices. Cornell University is a place where intercultural skills are developed and enacted among diverse campus constituencies, with community partners, and within the classroom and workplace.

The University remains committed to devising strategies and structures to allow for the enactment of swift and appropriate responses to reports of bias, discrimination, harassment, and sexual misconduct. Throughout the academic year, the Department of Inclusion and Workforce Diversity engages those involved in the bias reporting process—including the Bias Assessment and Review Team (BART) members and the constituent assemblies—to gather feedback, to propose structural and procedural changes to the Reporting Bias System, and to make recommendations on programs, policies, and ongoing educational interventions.

Mid-Year Snapshot

Reports of bias, discrimination, and harassment increased from 45 reported incidents in mid-year FY16 to 136 reported incidents in mid-year FY17. Of these, 111 were unique incidents. Consistent with last year, the most frequently reported nature of concern was race/color with 57 reported incidents. Of particular note is the frequency of incidents reported as other/no status indicated with 41 total reports. These are incidents that are not based on a protected-status, but are based on some other factor or characteristic. Over 20 of the reports received in this period were based on an individual's political affiliation or ideology. Other frequently reported categories included ethnicity (35), national origin (26), and gender/gender identity/expression (20). The vast majority of reported incidents occurred on campus, reaching 75 reported incidents. Incidents occurring online or on social media increased to 44.

Reports of sexual and related misconduct, including sexual assault, sexual harassment, dating violence, domestic violence, and stalking, reached a total of 139 reported incidents in FY17, a 98 percent increase from mid-year FY16. This includes reports made anonymously and reports against faculty, staff, students, and third parties unaffiliated with the university. Of the reported incidents, there were 39 allegations of sexual assault and 73 allegations of sexual harassment, including those occurring in the workplace. The majority of complainants, at over 71 percent, were identified as female. The majority of the complainants involved, at 51 percent, were undergraduate students. The highest proportion of respondents, reaching 39 percent, were classified as third party or unknown. These numbers may fluctuate significantly by the time of fiscal year-end reporting as new information becomes available as a result of ongoing investigations or otherwise.

Reporting Bias, Discrimination & Harassment

What is Tracked and Why?

The Department of Inclusion and Workforce Diversity is responsible for collecting and tracking all reported bias activity occurring at Cornell University that could potentially impact our commitment to diversity and inclusion, including all reports made by faculty, staff, students, and visitors to the Ithaca, Geneva, Weill Cornell Medicine, and Cornell NYC Tech campuses.

Under Cornell's specific definition, a bias incident is an act of bigotry, harassment, or intimidation that occurs on a Cornell campus or within an area that impacts the Cornell community and that one could reasonably conclude is directed at a member or a group of the Cornell community because of that individual's or group's actual or perceived age, color, creed, disability, ethnicity, gender, gender identity or expression, marital status, national origin, race, religion, sexual orientation, veteran status or any combination of these or related factors. Cornell utilizes its Reporting Bias System to track and respond to bias incidents in which the perpetrators are known, unknown, or may not be readily identifiable.

Pursuant to the university's obligation to keep the community informed of bias activity that impacts the campus, incident summaries and aggregate data of reported incidents are published online for public viewing. This information is updated monthly and can be found at: diversity.cornell.edu/addressing-bias-activity.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires universities to annually disclose crime statistics, including bias-related hate crimes. This information can be found in the Annual Security Report: cupolice.cornell.edu

Reporting an Incident

Reporting bias and the resulting efforts to understand and prevent bias activity are a matter of taking part in a caring community. Anyone who directly witnesses or experiences bias activity on the Cornell campus or in an area that impacts the Cornell community should intervene in the moment as appropriate (e.g., contact Cornell Police at 911, if a crime is in progress, or interrupt the behavior in as much as the observer feels skilled and safe), and be sure to also report the incident as soon as possible. To report an incident, individuals can use one of the following methods:

- **By submitting** an incident report online at biasconcerns.cornell.edu
- **By emailing:** report_bias@cornell.edu
- **By contacting** the Department of Inclusion & Workforce Diversity at (607) 255-1426
- **By consulting** with a Discrimination & Harassment Advisor hr.cornell.edu/diversity/reporting/
- **By contacting** the Cornell University Police Department (CUPD) at (607) 255-1111 or 911 for emergency assistance.

Please note that all activity reported may not rise to the level of a bias crime or other actionable event. The University does, however, take appropriate steps to address all reports received, including anonymous reports.

Bias Assessment & Review Team (BART)

To facilitate the assessment of bias incidents and the appropriate intervention steps, reported incidents are routed to the BART—the coordinating hub of a network of existing bias liaisons from across the university. The BART may refer reports to the appropriate university unit—such as Workforce Policy and Labor Relations and the Judicial Administrator—or work collaboratively with campus partners to determine the best method of intervention to address the matter.

The BART brings together a variety of individuals from across the university. Members for the 2016-17 academic year included:

Ulysses Smith – *Lead Diversity & Inclusion Strategist, Department of Inclusion & Workforce Diversity*

Theoria Cason – *Assistant Director, Residential & New Student Programs*

Denise Zajac – *Assistant Dean of Students; Dean of Students Office*

Alan Mittman – *Senior Advisor to the Vice President of Student & Campus Life*

Dave Honan – *Deputy Chief, Cornell University Police*

Laura Weiss – *Associate Dean of Students; Director, Women’s Resource Center*

Sophie Sidhu – *Associate Dean of Students; Director, Asian & Asian American Center*

Wai-Kwong Wong – *Counseling & Psychological Services, Cornell Health*

Brian Patchcoski – *Associate Dean of Students; Director, LGBT Resource Center*

Evelyn Ambriz – *Assistant Dean of Students, Student Development Diversity Initiatives; 6-2-6*

Sarah Wattenberg – *Assistant Director of Athletics for Student Services*

Christina Liang – *Associate Judicial Administrator*

Timothy Fair – *Assistant Director, Fraternity & Sorority Affairs*

Dan McMullin – *Associate Director, Cornell United Religious Work*

Laurie Johnston – *Senior Director, Workforce Policy & Labor Relations*

Jess Cisco – *Senior Human Resources Consultant*

In addition to these members, staff from key units attend the team meeting to address specific situations on an as-needed basis. These units include but are not limited to the following:

Human Resources

International Students & Scholars Office

Gannett Health Services

Crisis Managers

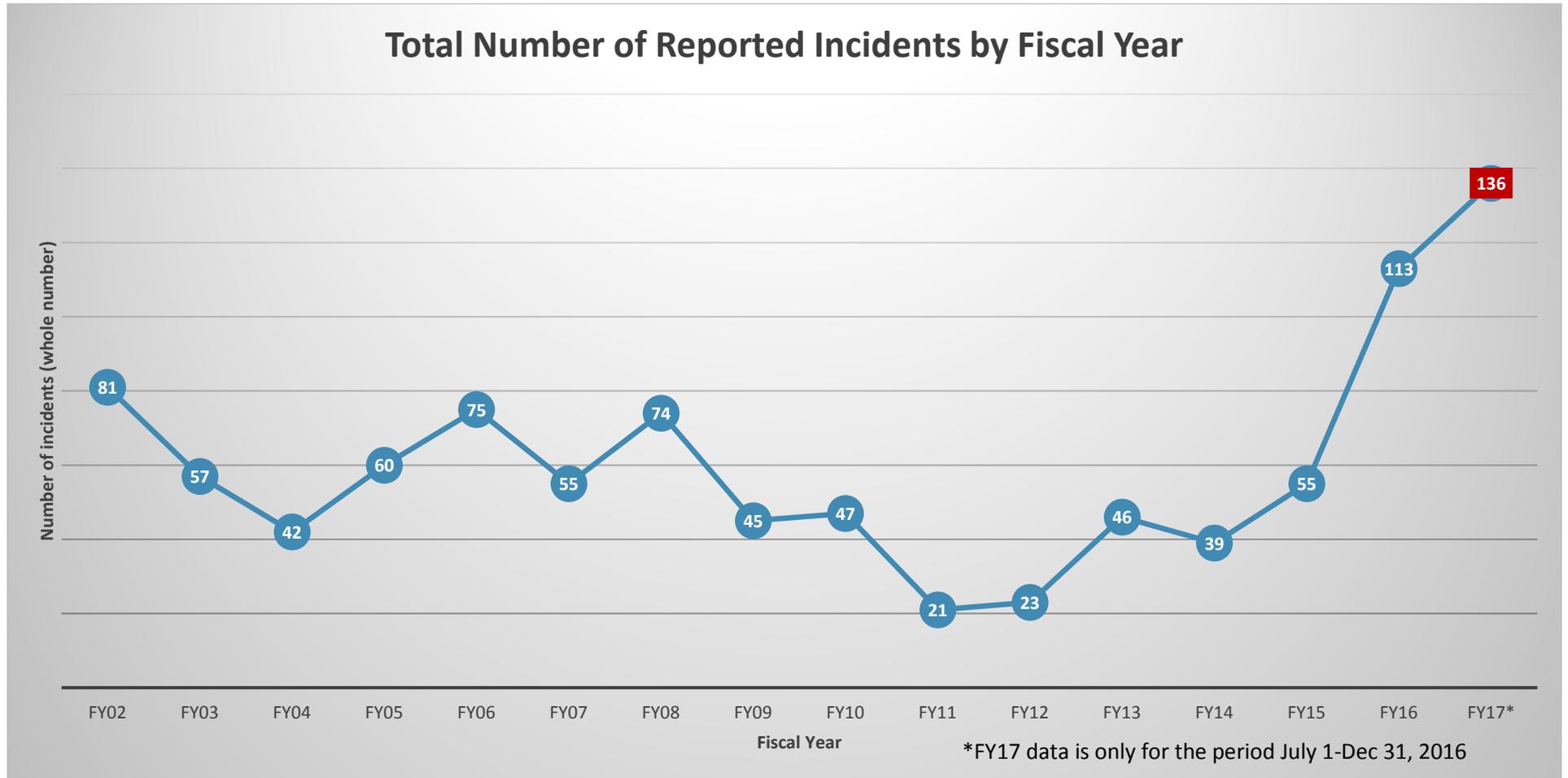
Undergraduate Advising

Grad/Prof Schools

Office of University Counsel

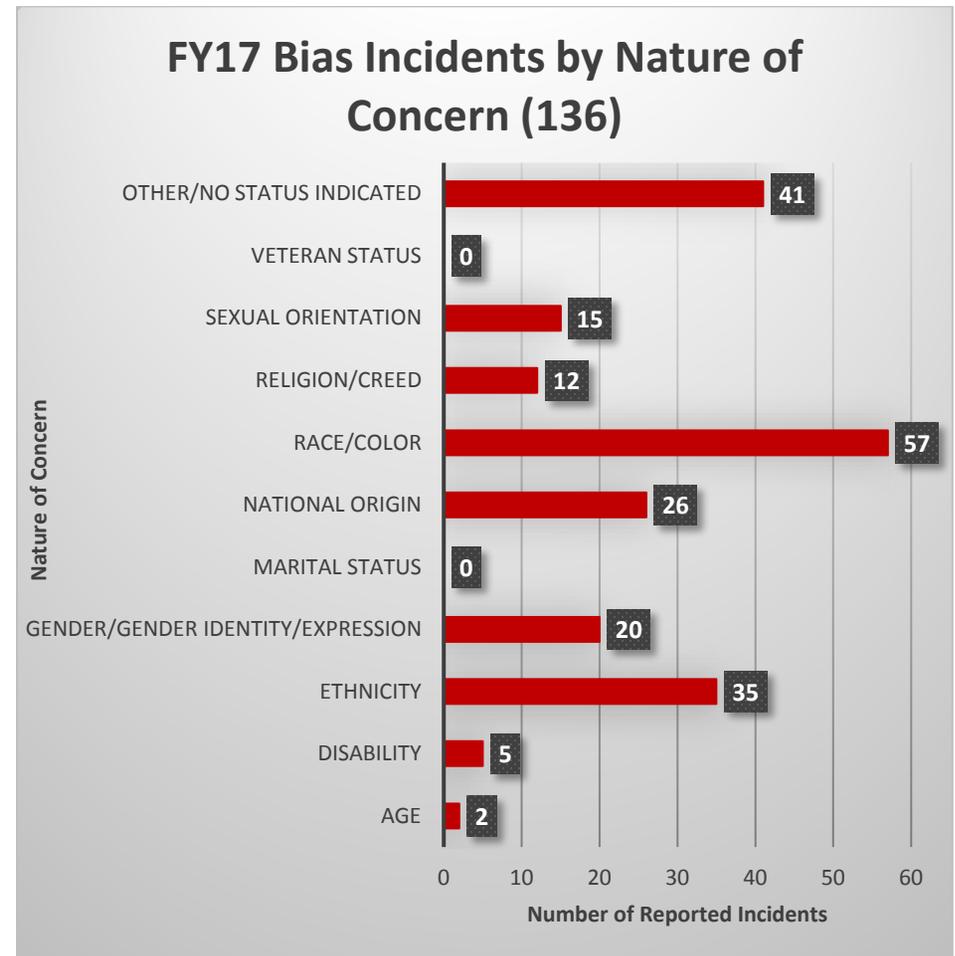
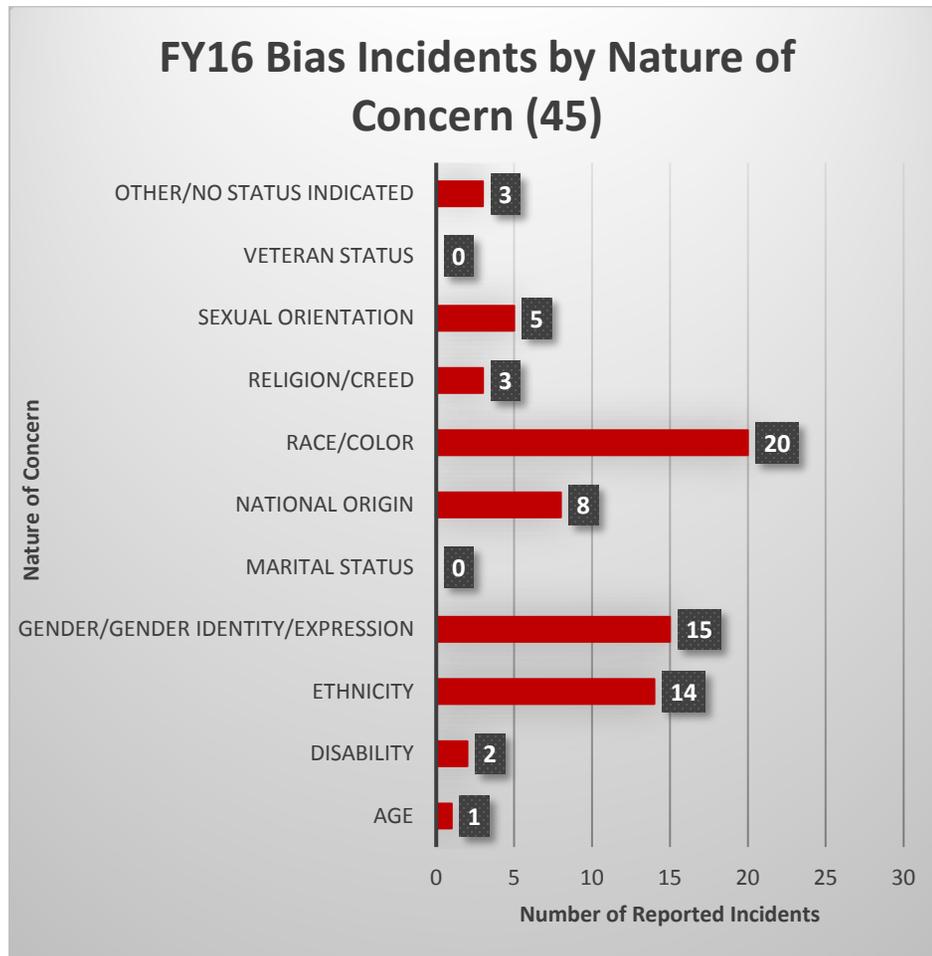
Student Disability Services

Reporting Bias over the Years: 2002-2016



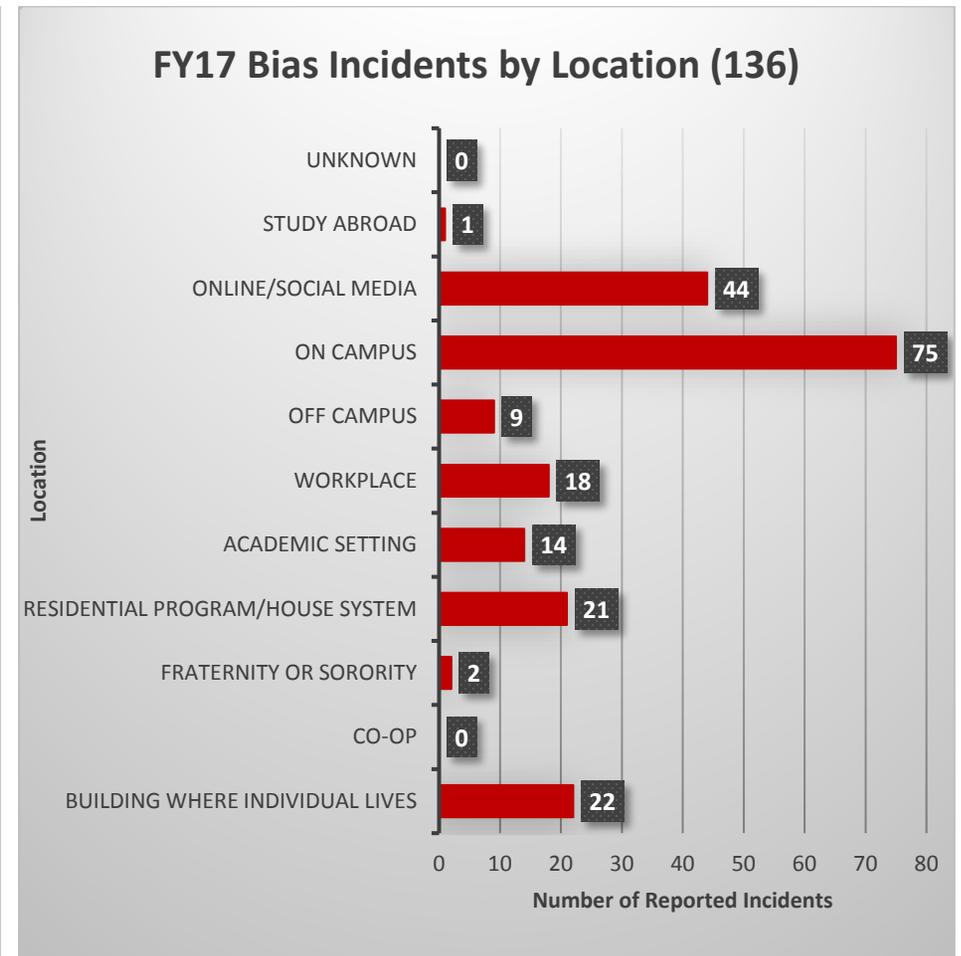
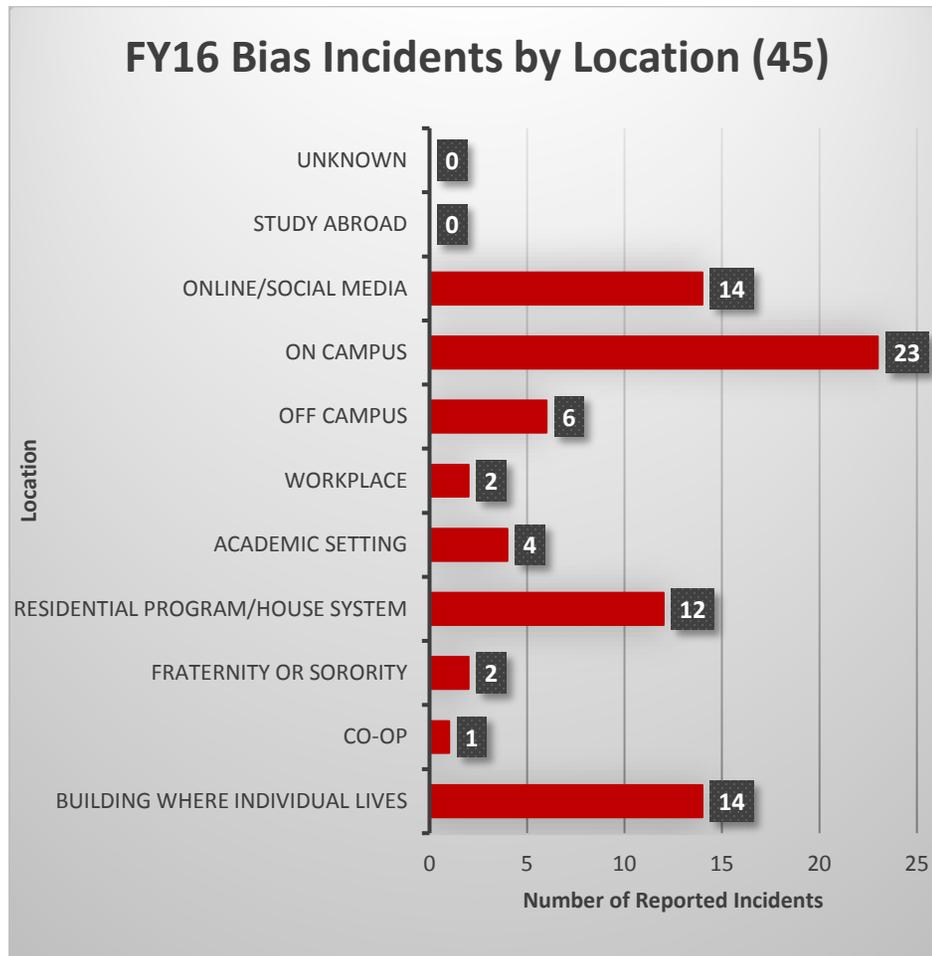
All bias data is presented by fiscal year (July 1 – June 30). To identify trends, the data is viewed comparatively across each fiscal year. Between FY15 and FY16, the number of reported incidents increased by 105 percent. As of December 31, 2016 the number of reported incidents for FY17 stood at 136, a 20 percent increase in reported activity. The data reflects unique reports, so reports about the same incident from different reporters are counted separately. The total number of reports of unique incidents (all reports of the same incident consolidated) is 111.

Bias: What is the Nature of Concern?



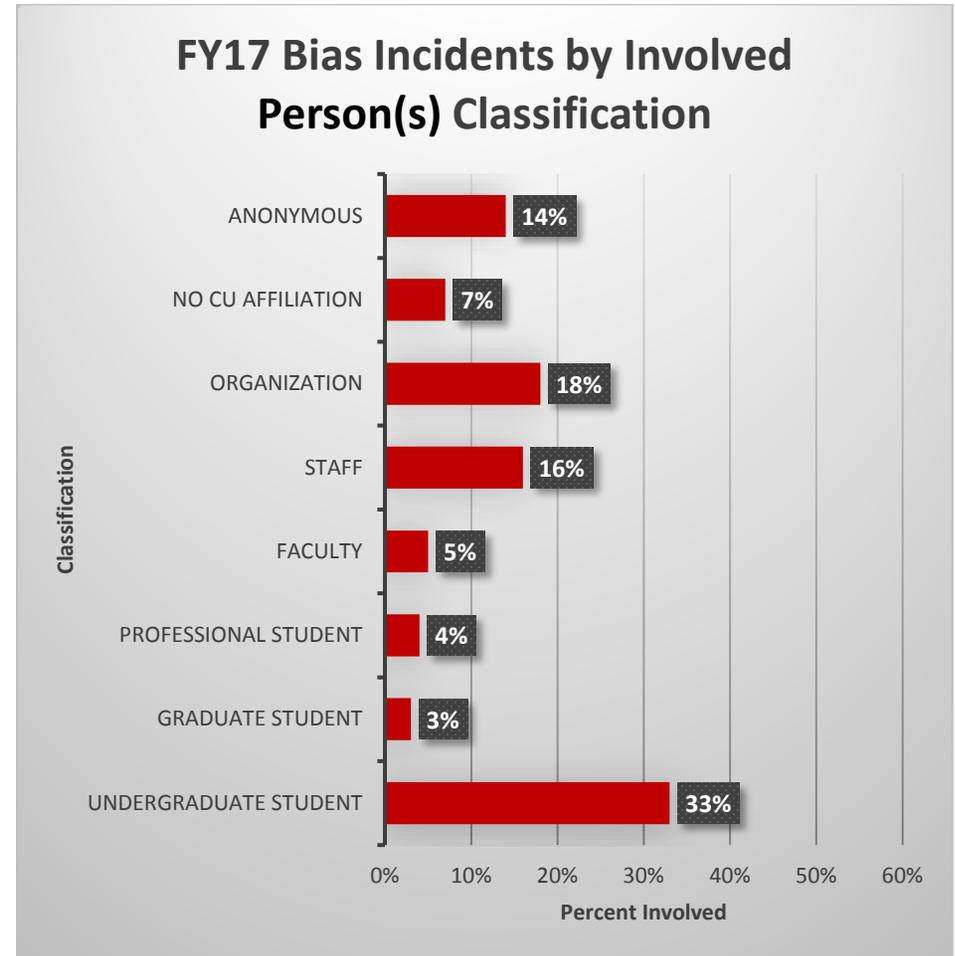
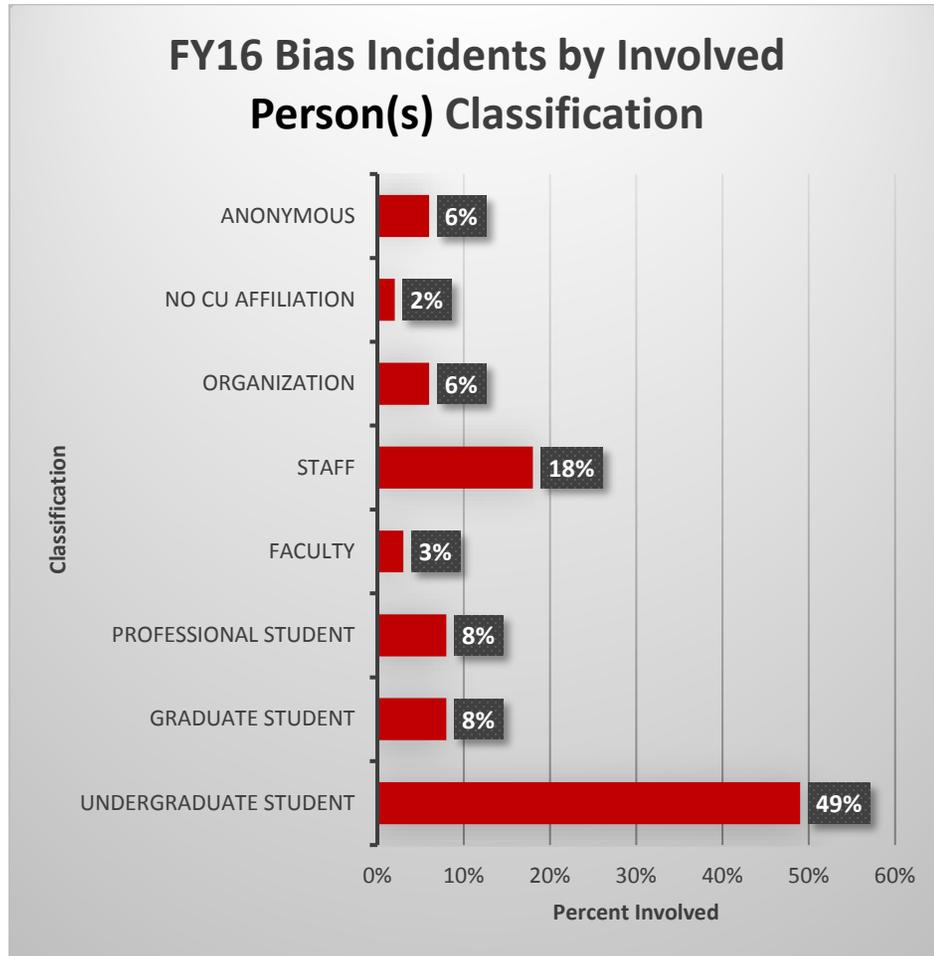
The data above represents the aggregate number of each factor selected during the reporting process or determined after the report was processed. The nature of concern is the protected status or other related factor on which a report is based. When filing an incident report, reporters are able to select more than one nature of concern, therefore the total number of reports by nature of concern may be greater than the total number of reports for each fiscal year. Each report is triaged by the Department of Inclusion and Workforce Diversity, and the most appropriate concern(s) is selected based on the information provided.

Bias: Where is It Happening?



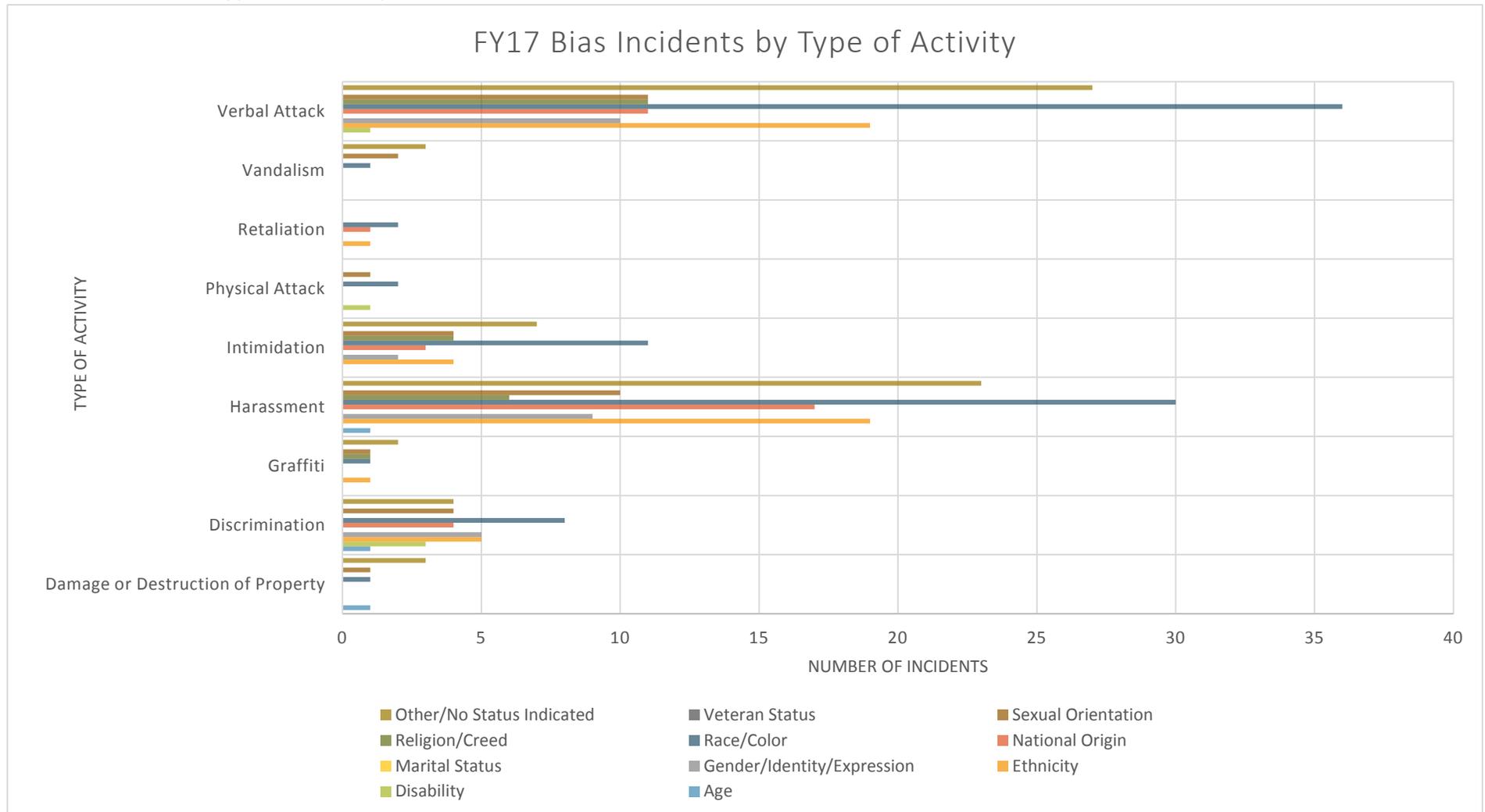
The data above represents the aggregate number of each location selected during the reporting process or determined after the report was processed. The location of incidents is key to identifying trends, making connections to other crimes, and determining whether an incident is reportable under the Clery Act. Similar to the nature of concern, one incident can be assigned multiple locations. For example, an incident that occurs on campus may also have occurred in a residence hall. The data shows that the vast majority of reported incidents in FY17 have occurred on campus and—increasingly—on social media.

Bias: Who is Involved?



The data above indicate the classification of the parties involved in reported incidents. These charts do not make any distinction between the reporter, the accused, or any bystanders and witnesses. While undergraduates maintain the highest proportion of involved persons, there have been notable increases in other populations, particularly organizations and non-Cornell entities or individuals. The reporting form also allows reporters to specify how they would like to be involved in the case post-reporting, and if they consent to being contacted for follow-up. While the number of individuals who reported as “Anonymous” increased, it should be noted that the majority of these reporters included contact information for follow-up from the appropriate entity.

Bias: What is the Type of Activity?



The data above shows the aggregate number of reports based on the type of activity and the nature of concern. Of note is the change from previous fiscal years to counting discrimination and harassment separately, instead of as “discrimination/harassment.” This allows for a more accurate count of reported incidents of both types. Verbal attacks remain the highest reported type of activity. This category also includes comments that are written on social media or distributed electronically.

Reporting Sexual and Related Misconduct

Cornell University strives to maintain an environment that is safe and free from sexual misconduct, including sexual violence. The university has adopted policies in support of this goal and complies with all applicable federal, state, and local laws. The university is committed to sharing information with the broader community regarding the incidence of sexual misconduct on campus.

What is Cornell Required to Report?

New York State Education Law Article 129-B (“*Enough is Enough*”) will, but does not currently, require institutions to annually report certain information regarding domestic violence, dating violence, stalking, and sexual assault to the NYS Education Department. It is anticipated the reporting requirement will go into effect in the fall of 2019.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and the Violence Against Women Act (VAWA) are federal laws that require colleges and universities to disclose information about crime on and around their campuses including, dating violence, domestic violence, stalking, rape, fondling, incest, and statutory rape. This information can be found in the Annual Security Report: cupolice.cornell.edu.

For the purposes of this report, sexual and related misconduct includes the following offenses:

- Dating Violence (Intimate Partner Violence)
- Domestic Violence
- Sexual Assault (public lewdness, rape, sexual battery, and sexual abuse)
- Sexual Harassment¹
- Stalking

For complete definitions of these offenses, please refer to University [Policy 6.4: Prohibited Discrimination, Protected-Status Harassment, Sexual Harassment, and Sexual Assault and Violence](#).

Note that effective August 1, 2016, the University enacted new *Procedures for the Resolution of Reports Against Students Under Cornell University Policy 6.4 for the Following Acts of Prohibited Conduct: Dating Violence; Domestic Violence; Sexual Assault; Sexual Exploitation; Sexual and Gender-Based Harassment; Stalking; Aiding Prohibited Conduct; Attempting to Commit Prohibited Conduct; Retaliation; and Violating an Interim Measure*. Dating Violence, Domestic Violence, Sexual Assault, Sexual and Gender-Based Harassment, and Stalking, as well as other prohibited conduct, are set forth and defined in the *Procedures*.

¹ Includes both Title IX and Title VII offenses.

Reporting an Incident

Cornell strongly encourages individuals who have experienced, have knowledge of, or have witnessed sexual harassment, sexual assault, domestic and dating violence, stalking, sexual exploitation, or other forms of sexual misconduct committed by or against students, staff, or faculty to report the incident immediately to the University. Reporting can be done through one of the following options:

- **By submitting** an incident report online at biasconcerns.cornell.edu
- **By contacting** the University's Title IX Coordinator or any Deputy Title IX Coordinator by telephone, email, or in person during regular office hours (see list below)
- **By emailing:** nosexualmisconduct@cornell.edu
- **By contacting** the Cornell University Police Department (CUPD) at (607) 255-1111 or 911 for emergency assistance.

Title IX Coordinators:

- **University Title IX Coordinator**, Sarah Affel | sba49@cornell.edu
- **Deputy Title IX Coordinator for Students**, Michelle Horvath | mrh263@cornell.edu
- **Deputy Title IX Coordinator for Staff and Faculty**, Laurie Johnston | lmj6@cornell.edu
- **Deputy Title IX Coordinator for Athletics**, Anita Brenner | amb42@cornell.edu
- **Cornell Tech Title IX Coordinator for Students**, Christine Sneva | ces255@cornell.edu
- **Cornell Tech Title IX Coordinator for Staff and Faculty**, Julie Delay | jad13@cornell.edu
- **Weill Cornell Medicine Title IX Coordinator for Students**, Dr. JoAnn Difede | jdifede@med.cornell.edu
- **Weill Cornell Medicine Title IX Coordinator for Faculty**, Dr. Rache Simmons | rms2002@med.cornell.edu
- **Weill Cornell Medicine Title IX Coordinator for Employees**, Angela Charter Lent | anc2035@med.cornell.edu

For additional information and resources, including confidential resources and the New York State Student Bill of Rights, visit the Sexual Harassment & Assault Response and Education website: share.cornell.edu or titleix.cornell.edu.



Help is available.

You have the right to make a report to 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.

More information . . .

Sexual Harassment and Assault—Response and Education
share.cornell.edu

Help is Available START ANYWHERE, ASK ANYTHING

Cornell University Police

607 255-1111 or 911
emergency response

Report Sexual Misconduct

nosexualmisconduct@cornell.edu

Report Bias

report_bias@cornell.edu

Faculty and Staff Assistance Program (FSAP)

607 255-2673
consultation and support around work/life issues

Gannett Health Services

607 255-5155
medical and mental health care

The Advocacy Center

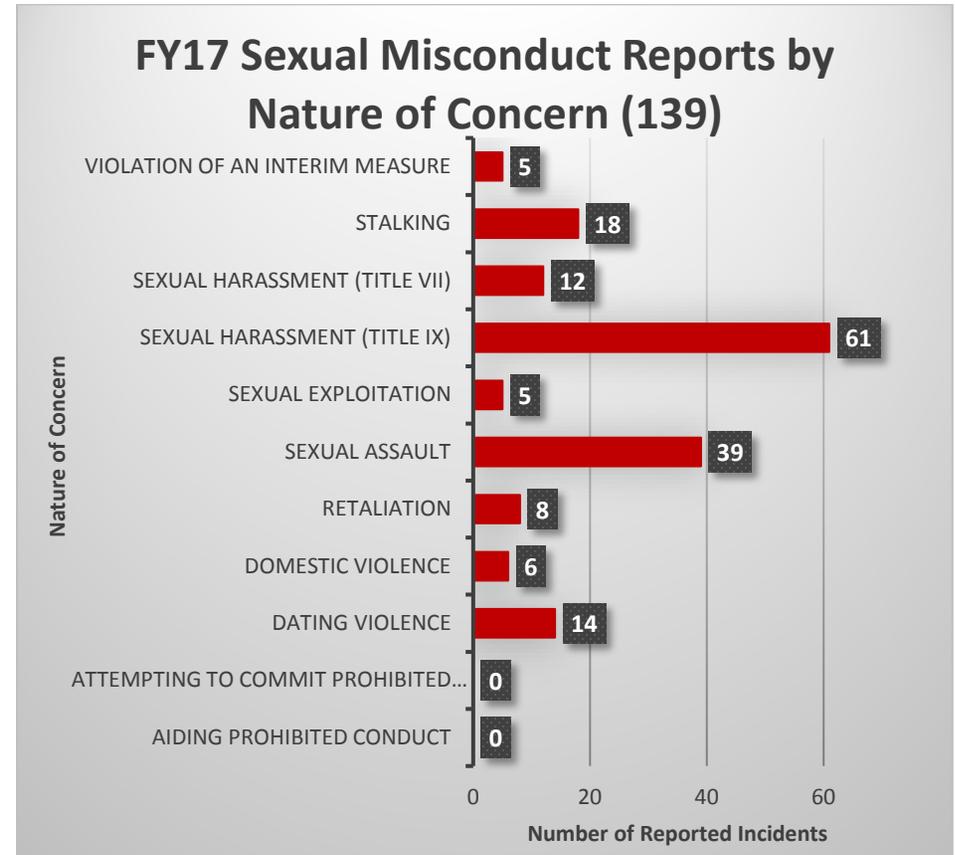
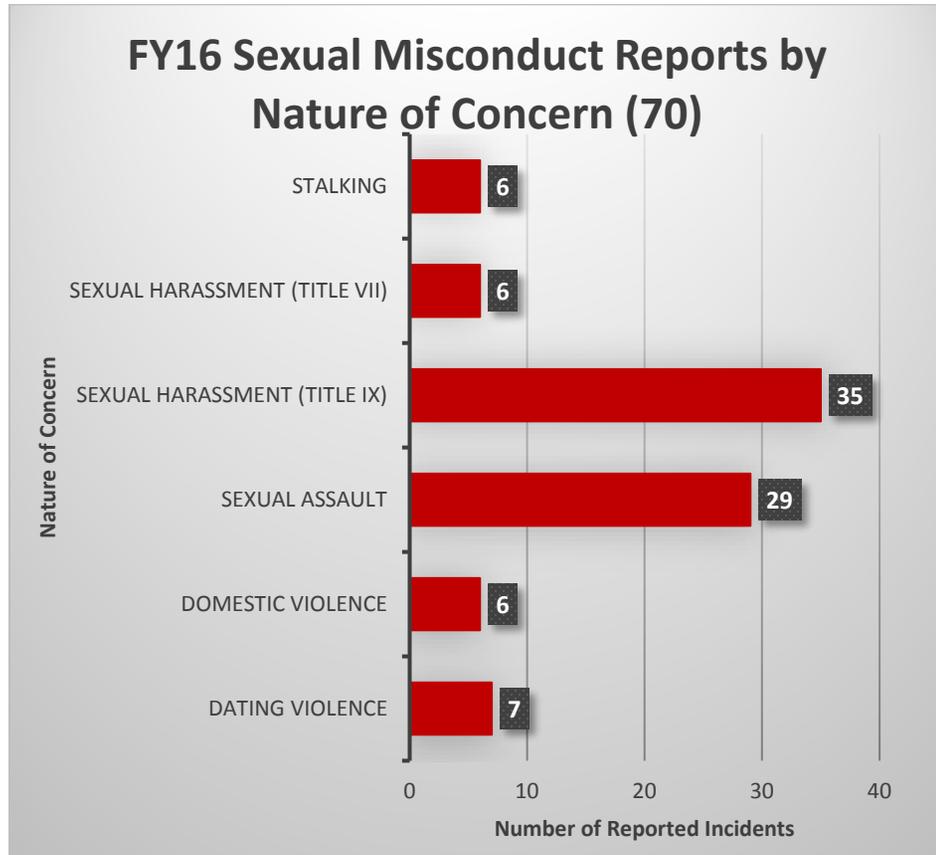
607 277-5000
Ithaca's sexual and relationship violence hotline

Crisisline

607 272-1616
Ithaca's suicide prevention services

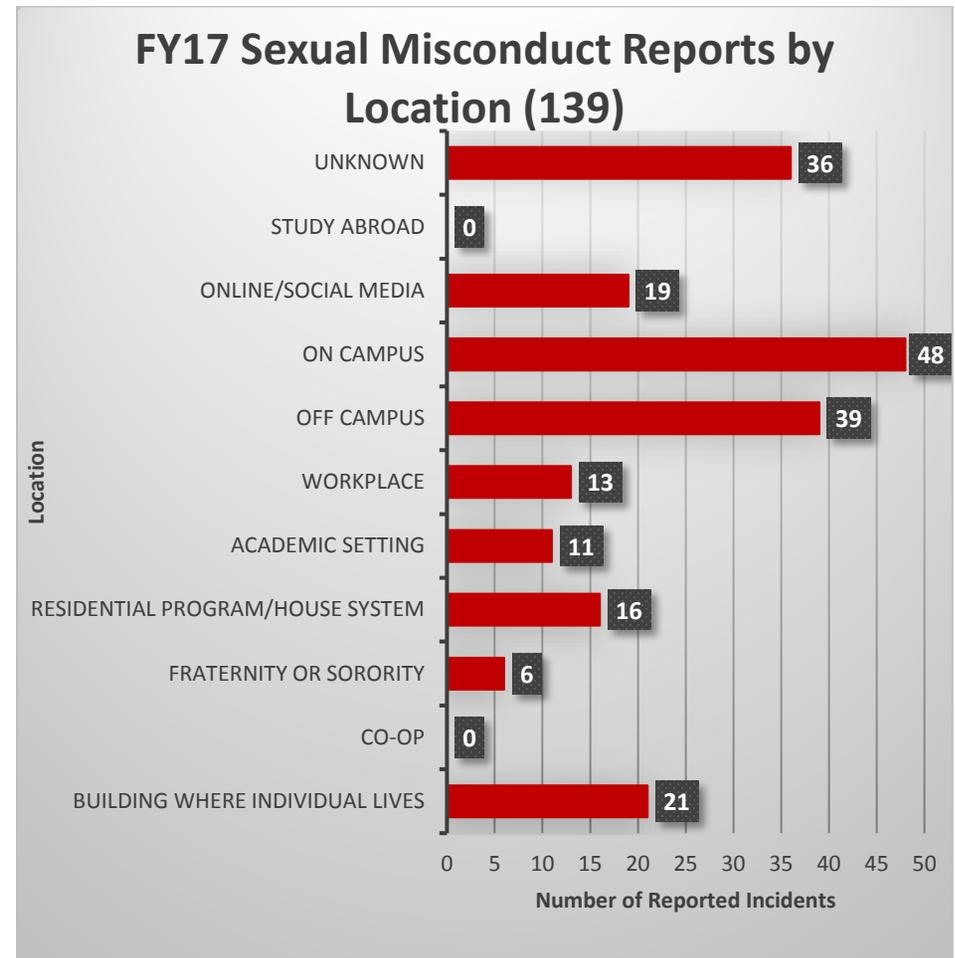
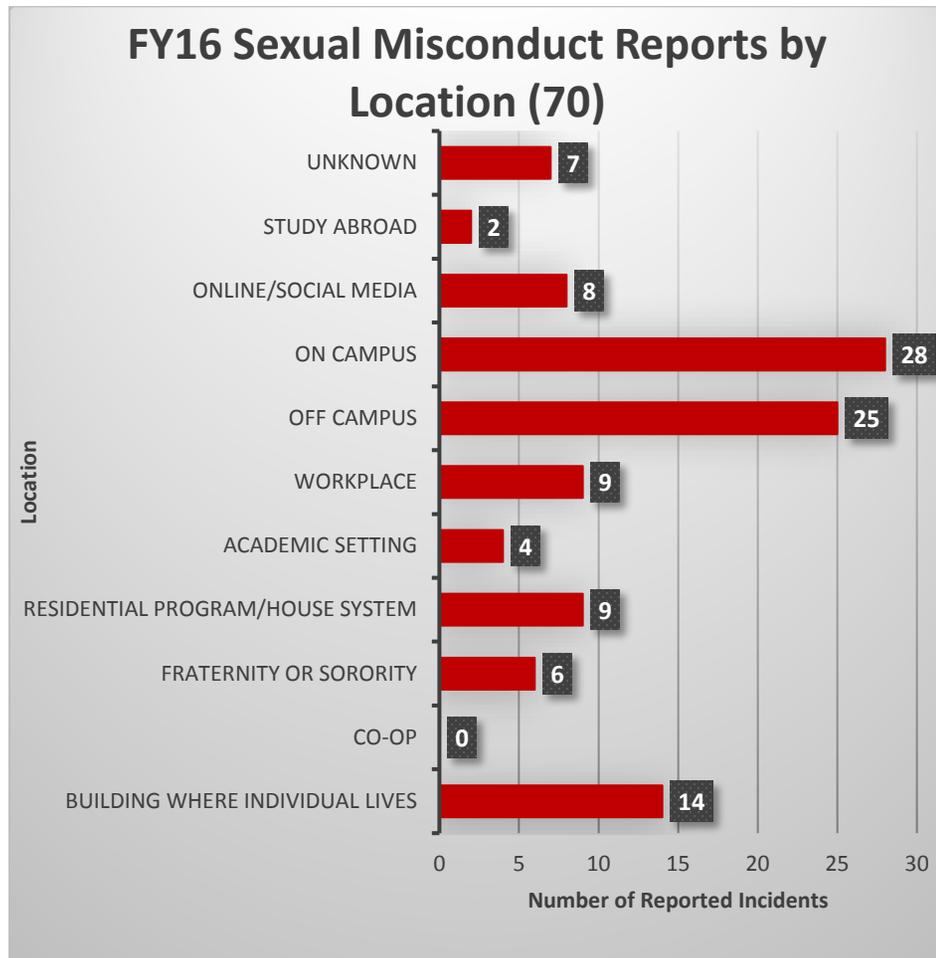


Sexual Misconduct Annual Snapshot of Activity



The data above shows the number of reports that have been made to the university in the period July 1, 2016 – December 31, 2016. A “report” is when a faculty or staff member who has a “duty to consult” pursuant to Policy 6.4 becomes aware of potential violations under Policy 6.4 and consults with the Title IX Coordinator, or a complainant or third party does the same. A report may be oral, written, formal, or informal. A report may include multiple offenses, so the total number of concerns may exceed the total number of reports. A report is not the same as a Formal Complaint under Policy 6.4 and does not necessarily result in a Formal Complaint. The data above does not specify how many reports have yielded Formal Complaints and/or resulted in a formal investigation under Policy 6.4 or the Campus Code of Conduct. This data excludes all matters reported directly to any of the designated confidential resources, who do not have a duty to consult with a university official. Of note is the addition of new charges to reflect changes in Policy 6.4 and associated procedures that went into effect on August 1, 2016.

Sexual Misconduct: Where is it Occurring?



The data above represents the aggregate number of each location that was selected during the reporting process or determined after the report was processed. There may be more than one location category per report so the total number of locations will exceed the total number of reports. It should be noted that these numbers may fluctuate significantly by the time of fiscal year-end reporting. This is because of new information that may become available during the course of an investigation or otherwise. For example, a number of incidents with unknown locations may become known and reclassified.

Sexual Misconduct: Who is Involved?

Complainants by Nature of Concern and Gender*

Nature of Concern	Male	Female	Intersex	Anonymous/ Unknown to the University
Aiding Prohibited Conduct	0	0	0	0
Attempting to Commit Prohibited Conduct	0	0	0	0
Dating Violence	3	11	0	0
Domestic Violence	2	4	0	0
Retaliation	3	4	0	0
Sexual Assault	5	32	0	2
Sexual Exploitation	2	2	0	1
Sexual Harassment (Title IX)	16	36	0	6
Sexual Harassment (Title VII)	1	10	0	0
Stalking	3	14	0	1
Violation of an Interim Measure	0	5	0	0
Total	35	113	0	10

Respondents by Nature of Concern and Gender*

Nature of Concern	Male	Female	Intersex	Anonymous/ Unknown to the University
Aiding Prohibited Conduct	0	0	0	0
Attempting to Commit Prohibited Conduct	0	0	0	0
Dating Violence	9	3	0	1
Domestic Violence	2	2	0	1
Retaliation	4	2	0	2
Sexual Assault	28	2	0	9
Sexual Exploitation	3	1	0	1
Sexual Harassment (Title IX)	47	3	0	9
Sexual Harassment (Title VII)	10	1	0	0
Stalking	14	2	0	1
Violation of an Interim Measure	5	0	0	0
Total	122	16	0	24

*This data reflects the initial reports to the University, not Formal Complaints.

A person who is the subject of a report or initiates a Formal Complaint of prohibited conduct is designated as the complainant. A person against whom such a report or Formal Complaint has been made is designated as the respondent.

Complainants by Nature of Concern and Classification*

	Undergraduate Student	Graduate/ Professional Student	Faculty	Staff	Third Party/ Unknown to the University
Aiding Prohibited Conduct	0	0	0	0	0
Attempting to Commit Prohibited Conduct	0	0	0	0	0
Dating Violence	11	2	0	0	1
Domestic Violence	3	2	0	1	0
Retaliation	4	1	0	1	1
Sexual Assault	24	2	0	0	13
Sexual Exploitation	1	2	0	0	2
Sexual Harassment (Title IX)	27	12	1	2	15
Sexual Harassment (Title VII)	0	0	0	11	0
Stalking	10	3	0	3	1
Violation of an Interim Measure	3	2	0	0	0
Total	83	26	1	18	33

Respondents by Nature of Concern and Classification*

	Undergraduate Student	Graduate/ Professional Student	Faculty	Staff	Third Party/ Unknown to the University
Aiding Prohibited Conduct	0	0	0	0	0
Attempting to Commit Prohibited Conduct	0	0	0	0	0
Dating Violence	8	0	0	0	6
Domestic Violence	3	0	0	0	3
Retaliation	4	0	0	1	3
Sexual Exploitation	0	2	0	0	3
Sexual Assault	14	1	0	0	24
Sexual Harassment (Title IX)	20	9	9	5	16
Sexual Harassment (Title VII)	0	0	1	8	2
Stalking	8	3	0	0	7
Violation of an Interim Measure	3	2	0	0	0
Total	60	17	10	14	64

Respondents in this data and the data on the previous page may have multiple allegations against them. The total number of respondents may exceed the number of total reported incidents.

*This data reflects the initial reports to the University, not Formal Complaints.

University Confidential Resources

The University offers a number of confidential resources for individuals who are unsure whether to report prohibited conduct and/or who seek counseling or other emotional support in addition to, or without, making a report to the University. For confidential support, seek assistance from:

- [Gannett Health Services](#) (medical and mental health providers, students only: 607-255-5155)
- The [Faculty and Staff Assistance Program \(FSAP\)](#) (FSAP) (mental health providers, faculty and staff only: 607-255-2673)
- [Cornell United Religious Work Chaplains \(CURW\)](#) (pastoral counseling: 607- 255-6002)
- The [Ithaca Advocacy Center's](#) 24/7 hotline (607-277-5000)
- The [Cornell Victim Advocate](#) (607-255-1212, victimadvocate@cornell.edu)
- The director of the [Women's Resource Center \(WRC\)](#) (607-255-0015, womensresctr-mailbox@cornell.edu)
- The director of the [LGBT Resource Center](#) (607-254-4987)
- [The University Ombudsman](#) (607-255-4321)

Conversations with the University's confidential resources are kept strictly confidential and, except in rare circumstances, will not be shared without explicit permission, as explained below:

Gannett, FSAP, and CURW will not share with the University's Title IX Coordinator or any other University officials any information disclosed to them in the course of providing medical and/or mental health services or pastoral counseling. Generally, these conversations are also legally privileged in the event of a court proceeding.

The Advocacy Center is independent of Cornell and has no duty to consult with the University.

The Victim Advocate, directors of the WRC and LGBT Resource Center, and the Ombudsman will not convey any personally identifiable information to the University Title IX Coordinator or any other University officials; however, they may share with the University's Title IX Coordinator de-identified statistical or other information regarding sexual assault, dating violence, domestic violence or stalking.

For questions or additional information, contact us:

Department of Inclusion & Workforce Diversity

150 Day Hall

(607) 255-3976

owdi@cornell.edu | diversity.cornell.edu

Title IX Office

150 Day Hall

(607) 255-2242

titleix.cornell.edu

Division of Human Resources

hr.cornell.edu

Sexual Harassment & Assault Resources and Education

share.cornell.edu

BIAS:

**Have you ...
Seen It, Heard It,
or Experienced It?**

Reporting Bias



For more information,
please contact the
Department of Inclusion
and Workforce Diversity:

Phone: (607) 255-1426

Email: Report_Bias@cornell.edu

Web: www.hr.cornell.edu/diversity/reporting

To Report: <http://biasconcerns.cornell.edu>



Cornell University