



**Themes and Summary: March 22, 2018 Meeting**  
Working Group on Hate Speech and Harassment  
Codes and Judicial Committee  
University Assembly

Themes and ideas from Public Forum #1 (two sessions, March 9 and 14, 2018):

- 1) There were not any positions stated at the forum that we need to make major changes to the Cornell Campus Code of Conduct (Code), including provisions on speech in the Code.
- 2) There was support for developing a Statement of Community Values, perhaps as a Preamble to the Code.
- 3) There was support for having more clearly defined sanctions for violating the Code. [Note: The University Hearing Boards have a written Guide about Code sanctions, which we should read.]
- 4) There was support for bringing fraternities/sororities under the Code.
- 5) There were issues raised concerning the scope of the Code's jurisdiction (e.g. jurisdiction over on-campus and off-campus conduct). Community interests in ensuring public safety may not coincide in all cases with the reach of jurisdiction by the Code.
- 6) There were concerns stated about the disconnect between the Code and Policy 6.4.
- 7) There was support for adopting and expanding Alternative Dispute Resolution (ADR) and Restorative Justice processes to utilize in certain types of Code violation cases. ADR and Restorative Justice may also be appropriate for some types of behaviors that do not "rise to the level" of a Code violation, but fall in the "gray area" between violations of the Code and violations of "community values." The use of ADR and Restorative Justice could help move the Code toward being genuinely educational rather than only punitive.
- 8) There was support for increased transparency and reporting information to the community about allegations of bias-related incidents.
- 9) One idea for having ongoing transparency and reporting of information to the community could be to mandate a public forum each semester. At this forum, the public could also be asked for ideas about what can be done to improve campus climate, transparency, etc. This would be helpful to make the process of information gathering, ideas, and improvements ongoing, rather than having the process carried out only by an ad hoc working group.
- 10) There was support for education and training of faculty, teaching assistants, resident advisors, and students concerning issues of power, bias, and inequalities, including those based on race, gender, and disability. Such education and training could include ways to address such issues in the classroom, residence halls, and interpersonal interactions.

- 11) There was support for making governance bodies more representative and meaningful by increasing the presence of people of color in positions on these governance bodies.
- 12) There was support for having the Cornell Bias Assessment Response Team (BART): provide more information to the public on bias-related incidents (including follow ups on how many bias-related incidents have been resolved); link more closely to the Code (e.g. through references to BART in the Code); and link to ADR and Restorative Justice processes.
- 13) There was support for having Cornell provide adequate financing and other resources to academic programs that address systemic inequalities, including Africana Studies & Research Center; American Indian Program; and Feminism, Gender, and Sexuality Studies. Providing adequate financial and institutional support for these programs will be part of Cornell going beyond public relations measures to address issues of bias and systemic inequalities.