



# Human Resources

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## Building a Culture of Respect

### **Sexual assault and sexual harassment prevention in our community**

As part of its commitment to diversity and inclusion, Cornell makes a concerted effort to ensure that our community can identify potential acts of sexual violence and knows who to contact and consult about it. Our aim is to make sure campus remains a safe and respectful academic and workplace environment focused on education.

**HR 200 “Respect@Cornell: Addressing Sexual Assault and Sexual Harassment”** is required of all new employees at Cornell, replacing our previous program, “Building a Culture of Respect at Cornell.” This program, with an introduction from Cornell University President Martha Pollack, provides information on Cornell employee rights, responsibilities and resources with respect to sexual and related misconduct and sexual harassment. It addresses how to respond should faculty or staff learn a member of our community has experienced any type of sexual violence or stalking, and also lets faculty and staff know how to file a complaint.

Federal law requires all faculty and staff to receive information about sexual assault/violence, domestic violence, dating violence (also known as intimate partner violence), and stalking prevention and response. We hope and expect that all current faculty and staff will take this online course as part of our ongoing education and training mandates, even if they have viewed earlier versions of the “Respect at Cornell” program.

**HR 201 “Maintaining a Harassment Free Workplace”** is a brief review of Cornell’s policy prohibiting sexual harassment in the workplace, including video examples of how to address and counsel employees subjected to workplace harassment and resources available to all Cornell employees on these topics.

### Information for New Hires:

"Respect @Cornell: Addressing Sexual Assault and Sexual Harassment" will be assigned in CULearn on your first day of employment. Use your NetID to access [CULearn.cornell.edu](https://culearn.cornell.edu), and while you're there take a moment to browse the course catalog to see some of the many learning opportunities available to Cornell employees!

View  
"Respect @Cornell"

Please see these additional resources and programs available across campus to combat sexual assault and violence.

- [Your Rights and Responsibilities at Cornell](#)
  - [SHARE \(Sexual Harassment and Assault - Response and Education\)](#)
  - [Skills for Success](#)
  - [Code of Conduct](#)
  - [Ethical Conduct Policy](#)
  - [Cornell's Commitment to Diversity](#)
  - [A Guide for Responding to Harassment and Discrimination](#)
  - [CU Learn Reports](#)
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