



## Harassment, Discrimination, and Bias Reporting

### Cornell Policy

Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members free from unlawful discrimination based on protected categories, such as race, sex, religion, veteran status and disability. Cornell's [Policy 6.4](#) provides our community the means to address concerns of bias, discrimination, harassment, and sexual and related misconduct. Three separate Cornell offices are responsible for implementing Policy 6.4 and assisting community members in Ithaca-based programs, including Cornell Tech.

The Department of Inclusion and Workforce Diversity provides leadership to the Cornell community in the areas of equal opportunity, affirmative action, and diversity. The Department also accepts and routes reports of bias incidents involving faculty and staff.

The Office of Workforce Policy and Labor Relations is responsible for responding to reports and Formal Complaints of discrimination based on protected categories such as race, sex, religion, veteran status and disability, including sexual harassment and sexual violence, against faculty and staff members under Policy 6.4.

The Office of the Title IX Coordinator is responsible for responding to reports and Formal Complaints of sexual and related misconduct against students, including sexual and gender-based harassment, sexual assault, dating violence, domestic violence, stalking, and sexual exploitation. The office oversees Cornell's compliance with Title IX of the federal Higher Education Amendment of 1972, including Title IX education and prevention efforts.

### Contacts and oversight

#### Procedures under this Policy (arranged by respondent)

Respondent	Prohibited Conduct	Procedure	Primary Contact
<b>Student</b>	Where the respondent is a student who is alleged to have committed dating violence, domestic violence, sexual assault, sexual exploitation, sexual and gender-based harassment, stalking, aiding prohibited conduct, attempting to commit prohibited conduct, retaliation, or violating an interim measure.	<a href="#">"Procedures for Resolution of Reports Against Students Under Cornell University Policy 6.4"</a>	University Title IX Coordinator 150 Day Hall Ithaca, NY 14853 (607) 255-2242 <a href="mailto:titleix@cornell.edu">titleix@cornell.edu</a> <a href="https://biasconcerns.cornell.edu">biasconcerns.cornell.edu</a> (online report form)

Respondent	Prohibited Conduct	Procedure	Primary Contact
<b>Faculty Member</b>	Where the respondent is a faculty member who is alleged to have committed prohibited discrimination; protected-status harassment, including sexual harassment; sexual violence including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion; and retaliation.	<a href="#">"Procedures for Resolution of Reports Against Faculty Under Cornell University Policy 6.4"</a>	The Director of Workforce Policy and Labor Relations, serving as the Deputy Title IX Coordinator for staff and faculty members 391 Pine Tree Road Ithaca, NY 14850 607-255-4652 <a href="mailto:equalopportunity@cornell.edu">equalopportunity@cornell.edu</a> <a href="http://hr.cornell.edu/about-hr">hr.cornell.edu/about-hr</a> <a href="http://biasconcerns.cornell.edu">biasconcerns.cornell.edu</a> (online report form)
<b>Staff Member</b>	Where the respondent is a staff member who is alleged to have committed prohibited discrimination; protected-status harassment, including sexual harassment; sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion; and retaliation.	<a href="#">"Procedures for Resolution of Reports Against Staff Under Cornell University Policy 6.4"</a>	The Director of Workforce Policy and Labor Relations, serving as the Deputy Title IX Coordinator for staff and faculty members 391 Pine Tree Road Ithaca, NY 14850 607-255-4652 <a href="mailto:equalopportunity@cornell.edu">equalopportunity@cornell.edu</a> <a href="http://hr.cornell.edu/about-hr">hr.cornell.edu/about-hr</a> <a href="http://biasconcerns.cornell.edu">biasconcerns.cornell.edu</a> (online report form)

### Other Processes (arranged by type of conduct)

Conduct	Procedure
<b>Acts by Third Parties</b>	This policy does not cover misconduct committed by third parties – persons who are not current students, faculty, or staff members. Where the respondent is a third party alleged to have committed conduct prohibited under this policy, contact the Cornell University Police Department (CUPD) at (607) 255-1111 (or 911 for emergency assistance), the Office of the Title IX Coordinator, or the Office of Workforce Policy and Labor Relations ( <a href="mailto:equalopportunity@cornell.edu">equalopportunity@cornell.edu</a> )
<b>Acts Covered by the Campus Code of Conduct</b>	The Campus Code of Conduct may govern misconduct by students, faculty members, or staff members that is not covered by this policy. Direct concerns regarding behavior covered by the Campus Code to the Office of the Judicial Administrator (JA) or the CUPD (607) 255-1111 (or 911 for emergency assistance).
<b>Bias</b>	All community members may direct questions, concerns, or reports of bias, including acts of bigotry, harassment, or intimidation to the Department of Inclusion and Workforce Diversity (DIWD) at (607) 255-3976, TTY: (607) 255-7066, or <a href="mailto:owdi@cornell.edu">owdi@cornell.edu</a> . Individuals may file reports by using the online reporting form located at <a href="http://biasconcerns.cornell.edu">biasconcerns.cornell.edu</a> or by emailing <a href="mailto:report_bias@cornell.edu">report_bias@cornell.edu</a> .
<b>Discrimination in Intercollegiate Athletics Participation</b>	For questions, concerns, or reports of discrimination in participation in intercollegiate athletics under Title IX (see Appendix A), contact the associate director of athletics/senior woman administrator, at <a href="mailto:athletics@cornell.edu">athletics@cornell.edu</a> or <a href="mailto:TitleIX@cornell.edu">TitleIX@cornell.edu</a> .

Conduct	Procedure
<b>Faculty Reappointment, Promotion, and Tenure</b>	Complaints by faculty of unlawful discrimination in reappointment, promotion, and tenure are governed by appeal procedures set forth in the Faculty Handbook.
<b>Filing a Complaint Externally</b>	At any time, the complainant is free to file a charge externally, that is, by instituting formal proceedings before a local, state, or federal agency, or by filing a lawsuit.
<b>General Inquiries to External Agencies</b>	<p>Questions or concerns about the university's application of Title VII, Title IX, the New York State Human Rights Law, and the Tompkins County Human Rights Law may be addressed to the following:</p> <ul style="list-style-type: none"> <li>• The United States Department of Education, Office for Civil Rights: OCR@ed.gov or (800) 421-3481</li> <li>• The Equal Employment Opportunity Commission: info@eeoc.gov or (800) 669- 4000</li> <li>• New York State Division of Human Rights: InfoBinghamton@dhr.ny.gov or (888) 392-3644</li> <li>• Tompkins County Office of Human Rights: (607) 277-4080</li> </ul>
<b>Workplace Conduct</b>	Questions, concerns, or reports regarding inappropriate workplace conduct that are not covered by this policy are considered general employee relations concerns and should be directed to one's supervisor, local human resources representative, or the central Division of Human Resources.