Working at Cornell

LGBT Resources

Cornell University works to provide a safe and inclusive work environment for the LGBTQ community.

Benefits

For complete information about your benefits, see the Benefits area. Contact your HR representative or Benefit Services, (607) 255-3936, if you have questions about your benefits.

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Marriage, Domestic Partnership, Parenting

Visit the Enrollment page for links to information about life events that impact your benefits, such as:

- Marriage / Domestic Partnership
- Divorce / Dissolution of Partnership
- Birth / Adoption / Legal Custody of Child
- Adoption Assistance Program

Endowed

- Endowed Benefits for Domestic Partnerships FAQ
- Endowed Statement of Domestic Partnership Form

Contract College

- Domestic Partner FAQ – Contract College
- Summary Chart of Domestic Partner Benefits - Contract College
- PS-425 Domestic Partnership Enrollment Application
- PS-425.4 Termination of Domestic Partner (pdf)

Transgender Benefits

Endowed health plans now cover new benefits for transgender, transsexual, and gender nonconforming enrollees. New coverage includes therapy and certain medical procedures related to gender identity confirmation procedures. To learn more, refer to the Schedule of Benefits or Addendum in the Summary Plan Description of your health plan: CPHL, HSA, WCM-PPO.

Also see: Transgender Resources

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Personal Information

Name Change Process at Cornell
How To Change Your Name

Your NetID can be changed only after you have submitted your name change request to Human Resources and they have processed your request. More information.

An employee must go to their local HR person to change their gender marker. No documentation is necessary.

Cornell students, faculty, and staff may edit other settings in the Cornell directory in Who I Am and/or Workday.

Also see
- Cornell University Transgender Guide to Transitioning & Gender Affirmation in the Workplace
- Transgender Resources

Gender Identity and Sexual Orientation Fields in Workday

Click here for instructions. For questions related to LGBT issues, contact the Department of Inclusion and Workforce Diversity at owdi@cornell.edu or the LGBT Resource Center at lgbtrc@cornell.edu. Questions related about how to make updates in Workday can be directed to the help desk at hrpayrollsupport@cornell.edu.

The LGBT Resource Center and the Department of Inclusion and Workforce Diversity encourage employees to update your Workday profile with the optional Sexual Orientation and Gender Identity field. This information is confidential (visible only to certain college or unit human resources representatives), and is used to help HR better understand and create resources for our workforce. The employee has sole access to add or update this field. Please note that this field is separate from Legal Gender, which is also located in the Personal Information area; contact your HR representative to update the Legal Gender field.

General Information About Legal Name & Gender Marker Change Process

The LGBT Resource Center at Cornell provides resources on the legal name change process in Tompkins county, as well as the process for changing other identity documents with name and gender marker (driver's license, passport, birth certificate, etc). Resources for students changing their name or identity documents in other states are also available. See the Know-How Booklet and Forms for information on changing your name and gender marker on important identity documents.

Policies

- Equal Education and Employment Opportunity Statement
- Harassment, Discrimination and Bias
- Policy 6.4: Prohibited Discrimination, Protected-Status Harassment, Sexual Harassment, and Sexual Assault and Violence
- Title IX Office

Guides

- Cornell University Transgender Guide to Transitioning & Gender Affirmation in the Workplace
- Guide to Gender-Inclusive Pronouns
- Restroom/Facilities Use Guidelines

Networking

- LGBT Colleague Network Group: CNGs are university-sponsored employee resource groups for diverse populations, including racial/ethnic minorities, differently abled, young professionals, LGBT, and veterans, and allies of those groups. The groups provide programs that enhance the university culture by fully engaging all our faculty and staff. Each group advocates for a specific demographic within the Cornell faculty and staff community—to aid in
recruitment and retention efforts, as well as improve the climate for the community as a whole.

- **Lesbian, Gay, Bisexual, Transgender Resource Center**: The Lesbian, Gay, Bisexual, Transgender (LGBT) Resource Center coordinates the efforts of the entire Cornell community to ensure the inclusion of all lesbian, gay, bisexual, transgender, queer, questioning, intersex, and asexual (LGBTQQIA) individuals and works to eliminate discrimination based upon sexual orientation, gender identity or expression. The LGBT Resource Center affirms LGBTQQIA+ identities and lives, and provides education, outreach, advocacy, and support. The LGBT Resource Center is also the home of over 20 undergraduate and graduate student organizations and serves as a community center and gathering space for LGBTQQIA+ students, staff, and faculty. Allies are always welcome!

- **LGBT Families Email List**: An interactive e-list which distributes information and resources among Cornell LGBT families. For instructions on joining or subscribing to an e-list, visit the Cornell Information Technologies website. See other Cornell email lists.

## Local & Regional Resources

### Ithaca Lesbian Gay Bisexual Transgender Task Force
The Task Force was incorporated to encourage an awareness of issues affecting LGBT people. The Task Force continues to work toward the elimination of prejudice and discrimination, and toward improving relationships and understanding among and between lesbian, gay bisexual, transgender, and heterosexual people.

### The Advocacy Center
Provides supportive services to youth and adults in Tompkins County New York who have experienced intimate partner violence or sexual violence. Services include: 24 hour hotline, emotional support, help with police or courts, Sexual Assault Nurse Examiner Program, and emergency shelter.

### Southern Tier AIDS Program
Services focus on the health and well-being of HIV+ persons and incorporate a harm reduction perspective and recognize that behavior change is a gradual process.

### Out for Health
Provides healthcare information, education and outreach in an LGBT friendly setting. Out for Health is part of Planned Parenthood of the Southern Finger Lakes - LGBT Health and Wellness Project. Provides local trans* resources as well.

### Gay Alliance
The Gay Alliance of the Genesee Valley is a Champion for LGBTQ Life and Culture. We envision a future where all members of the greater Rochester LGBTQ communities, at all stages of their lives, are free to be fully participating citizens, celebrating their lives in which they are safe, stable and fully respected.

### Ithaca Transgender Group
A confidential, peer-led support group.

### Tompkins County LGBT Youth Group
Contact Maureen Kelly at maureen.kelly@ppsfl.org or (607) 216-0021 x134.

### Parents, Family and Friends of Lesbians and Gays (PFLAG) Ithaca-Cortland
PFLAG promotes the health and well-being of GLBT persons, their families and friends by providing an opportunity for dialogue about sexual orientation and gender identity. Interfaith Center on Sundays 4:00 p.m.
7 Calvert Street
Cortland, NY 13045

### Ithaca LGBTQ History Walking Tour
Did you know that Ithaca:
- is the site of one of the 1st public declarations of the American bisexual movement
- played a crucial role in marriage equality
- was one of the 1st cities in the US to prohibit discrimination based on sexual orientation
- is where one of the 1st student-organized sit-ins for LGBTQ rights took place. ...and more!

Ithaca and Tompkins County hold unique and meaningful roles in local LGBTQ history and culture, as well as in the national LGBTQ rights movement and for communities across the globe.
Welcoming Congregations

- First Baptist Church
- First Congregational Church
- St. Paul’s United Methodist Church
- St. Luke Lutheran
- First Unitarian Society