Welcoming All

A positive, welcoming environment where every member of our community can thrive.

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Diversity

Cornell University's enduring commitment to inclusion and opportunity is rooted in the shared democratic values envisioned by its founders.

- Diversity at Cornell website: this site is the hub for information and resources across the university, for students, faculty, and staff.
- Open Doors, Open Hearts, Open Minds: learn about Cornell's vision and goals for Diversity
- HR Diversity & Inclusion: Information about Diversity & Inclusion in our workplace, including Equal Opportunity and Affirmative Action, Bias Reporting, our “Culture of Respect” program on sexual assault and harassment prevention, and resources to support diversity & inclusion at work.
- HR Diversity Resources: Information to support diverse groups and individuals working at Cornell.
• **Colleague Network Groups**: Cornell sponsors CNGs for traditionally underrepresented minorities and their allies to find support both at Cornell and beyond; there are CNGs for men of color, women of color, young professionals, LGBTQ, disability, and veterans.

**Disability**

Cornell University is committed to the goal of providing an accessible, usable, and welcoming environment for faculty, staff, students, and visitors with disabilities.

**Accessibility Information Website**: the hub for accessibility information across the university, including accessible technology, campus access, inclement weather planning, maps, and events.

**Disability Accommodations FAQ**: Learn about Cornell disability accommodation services, resources, policy, and procedures for the workplace.

**Disability Colleague Network Group**: Raises awareness, provides educational resources and support, and offers peer mentorship for faculty and staff working with short-term or long-term disabilities, their supervisors, colleagues, allies, and other supporters. Contact Cassandre Joseph, (607) 255-3976.

**Contact Information**: Cornell University ADA Coordinator Team

**LGBTQ**
LGBTQ

**LGBTQ Resources**
HR resources regarding benefits, personal information in Workday, policies, and Ithaca-area resources

**LGBT Colleague Network Group**
Social networking, email listserv, and lunchtime discussion meetings.

**LGBT Resource Center**
Central hub for LGBTQ resources at Cornell

**Transgender Resources**
HR information to support transgender members of our community in the workplace

**Universal restrooms map**

Religious

**RELIGIOUS ACCOMMODATIONS**
**Religious Accommodations**

Reasonable accommodations are determined on an individual basis, and may include (but are not limited to) providing an employee leave for religious observances, providing a time and/or place to pray, and/or providing the flexibility to wear religious attire. Other examples of accommodating an employee's religious beliefs include scheduling changes, voluntary substitutions of shifts or hours with a supervisor's or department chair's approval, job reassignments, and lateral transfers.

**Cornell United Religious Work**

Information about programs and restorative spaces serving over twenty-five affiliated communities.

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**Veterans**

*VETERANS RESOURCES*

_Cornell University is a veteran-friendly employer and welcomes students, staff, and faculty with military service._

**Cornell's Military Community website**

Cornell University website with general information for military and veteran employees, students, and their families.

**HR Veterans & Military Personnel resources page**

Work-related information for vets and military employees.

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**Nursing Mothers**
AMENITIES FOR NURSING MOTHERS

Lactation & Breastfeeding Support

Information about lactation accommodations, policy, health insurance, and more.

Mother's Rooms Directory

A guide to Mother's Rooms across campus, listing amenities.