



## Equal Opportunity and Affirmative Action

### Affirmative Action Plan

As a federal contractor, Cornell University is bound by the federal laws that address affirmative action compliance. Each year, the university posts reports on its progress in addressing its compliance obligations.

### 2016-2017 Affirmative Action Documents

Cornell's annual affirmative action plan is available for inspection in the Department of Inclusion and Workforce Diversity 150 Day Hall, weekdays from 9:00 a.m. – 4:30 p.m. (excluding University holidays).

Contact us at (607) 255-3976 or [owdi@cornell.edu](mailto:owdi@cornell.edu).

### Diversity and Affirmative Action Representatives

Have questions about affirmative action, equal opportunity or diversity and inclusion? These [Diversity and Affirmative Action Representatives](#) are available to help.

### Equal Education and Employment Opportunity Statement

Cornell University is an equal opportunity, affirmative action educator and employer. Read the full [Equal Education and Employment Opportunity Statement](#).

### Other Regulatory Compliance

#### Disability Self-Identification

As a federal contractor, Cornell is obligated to periodically conduct a survey that invites employees to voluntarily self-identify their disability status. The survey is not simply for compliance though as the data is also used internally to inform our strategic diversity efforts in areas such as recruitment, retention and programming. An [FAQ is available with details](#) including who will have access to the information, how it will be used and what is considered a disability.

#### Sexual Orientation and Gender Identity

[FAQ](#) (pdf) about Cornell University's compliance under the federal regulation on sexual orientation and gender identity.

#### Race/Ethnicity Self-Identification

Cornell complies with record-keeping and reporting requirements for the administration of civil rights laws and regulations. In order to comply with these laws, employees are invited to voluntarily self-identify race and/or ethnicity in [Workday](#).

## For More Information

The Department of Inclusion and Workforce Diversity was established in January 2000 to provide leadership to the Cornell community in the areas of equal opportunity, affirmative action, and diversity. The department serves as a liaison to local community organizations that address the employment interests of individuals from traditionally underrepresented groups. Contact (607) 255-3976; (607) 255-7066 (TTY); [owdi@cornell.edu](mailto:owdi@cornell.edu).

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