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.

2021-2022 Affirmative Action Documents

Cornell’s annual affirmative action plans are available for inspection in the office of Institutional Equity and Title IX.

500 Day Hall, weekdays from 9:00 a.m. – 4:30 p.m. (excluding University holidays).

Contact us at (607) 255-2242 or equity@cornell.edu.

Diversity and Affirmative Action Representatives

Have questions about affirmative action, equal opportunity or diversity and inclusion? Contact your HR representative.

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 office of Institutional Equity and Title IX provides leadership to the Cornell community in the areas of equal opportunity and affirmative action. Contact (607) 255-2242; equity@cornell.edu.