Overview

The Department of Inclusion & Workforce Diversity is responsible for collecting and tracking all reported bias activity that occurs at Cornell University that could potentially impact our commitment to diversity and inclusion, including all reports made by faculty, staff, students, and visitors to the Ithaca, Weill Cornell Medicine, and Cornell NYC Tech campuses. Additionally, the office is responsible for coordinating the response for all known bias activity, including bias incidents and bias crimes that occur on campus. Please note that not all reported activity may rise to the level of a bias crime or other actionable event.

1. Report #20160005
   **Description:** This is one of three (3) reports received on this matter. On July 3, 2016, an individual and other residential staff reported that a resident was being harassed and verbally attacked by four individuals who wanted the individual to surrender a basketball in her possession.

   **Outcome:** A BART liaison followed up with Pre-Freshmen Summer Program staff to provide the reporter with resources and to facilitate a conversation with the involved individuals.

   **Tags:** Harassment; Verbal Attack – Based on Other/No Status Indicated

2. Report #20160006
   **Description & Outcome:** This is one of three (3) reports received on this matter. See #20160005 for details.

   **Tags:** Harassment; Verbal Attack – Based on Other/No Status Indicated

3. Report #20160007
   **Description & Outcome:** This is one of three (3) reports received on this matter. See #20160005 for details.

   **Tags:** Harassment; Verbal Attack – Based on Other/No Status Indicated

4. Report #20160034
   **Description:** On July 8, 2016, an individual reported that their room had been entered without their permission, with the accused person(s) taking some of the reporter’s belongings, scattering things about the room, and defiling the reporter’s door nametag with epithets about sexual orientation and phrases including, “Hope you die” and “Kill yourself”.

   **Outcome:** A BART liaison met with the reporter to discuss options under University Policy 6.4, as well as the option to connect with CUPD. The reporter declined formal options, but did request resources. The BART liaison spoke with residential staff to ensure that the reporter had ongoing support and resources.

   **Tags:** Harassment; Discrimination; Intimidation; Vandalism; Damage or Destruction of Property – Based on Sexual Orientation
Bias Incident Summaries: July 1 - August 31, 2016

5. Report #20160046
   Description: This is one of two (2) reports received on this matter. On July 14, 2016 students reported that their student organization was being sent hate emails calling them “Muslim scum” and threatening them, with the sender signing the emails “Taliban Slayer”.

   Outcome: A BART liaison reached out to the reporters to connect them to CUPD, the Judicial Administrator, and to provide support resources. BART also assigned the Director of Campus Activities to follow-up with the reporters to discuss options for modifying their contact page via Orgsync to prohibit messages being sent through the page.

   Tags: Harassment; Intimidation; Verbal Attack – Based on Religion/Creed, National Origin

6. Report #20160048
   Description & Outcome: This is one of two (2) reports received on this matter. See #20160046 for details.

   Tags: Harassment; Intimidation; Verbal Attack – Based on Religion/Creed, National Origin

7. Report #20160055
   Description: On July 14, 2016, an individual unaffiliated with the University reported that a faculty member had made statements calling police terrorists while participating in a local rally as a private citizen.

   Outcome: The matter was referred to Workforce Policy and Labor Relations, who followed up with the reporter to provide guidance on the University’s position on freedom of speech and academic freedom.

   Tags: Verbal Attack – Based on Other/No Status Indicated

8. Report #20160056
   Description: On July 18, 2016, an individual reported that while participating in a group conversation, an individual stated that the Orlando shooter was, “My hero! We should learn from his example!”

   Outcome: BART liaison and Director of LGBT Resource Center connected with Residential and New Student Programs staff to advise students of how the LGBTQ community is received in different cultural contexts, expectations of behavior at Cornell, and shared readings and resources for students related to identity, understanding cultural differences, and pointers for processing.

   Tags: Verbal Attack – Based on Sexual Orientation

9. Report #20160076
   Description: On July 20, 2016, an individual unaffiliated with the University reported that a prospective student had been sending harassing and bullying messages to the reporter and other high school students on social media.

   Outcome: A BART liaison followed up with the reporter acknowledge receipt of the message and to provide resources that were available at the reporter’s high school. BART also assigned the advising staff in the accused individual’s college to follow up with the accused about responsible social media
usage and expectations of behavior at Cornell. The BART liaison also reported the matter to the high school for follow up with reporter.

**Tags:** Harassment; Verbal Attack – Based on Other/No Status Indicated

10. Report #20160077

**Description:** This is one of two (2) reports on this matter. On July 21, 2016, an individual reported that they had been receiving text messages from an unknown number that stated, ““Yeah I hate Jews”, "F*** Jews", and “Guess who’s Jewish”, "Yo Your Jewish you f***" in addition to pictures from the individual’s private social media account.

**Outcome:** A BART liaison and staff member from Residential and New Student Programs met with the student and offered support and resources, as well as assisted the student in filing a police report. The student was also connected to the Judicial Administrator in case additional interim measures or accommodations were needed.

**Tags:** Harassment; Verbal Attack – Based on Religion/Creed

11. Report #20160082

**Description:** On July 22, 2016, an individual unaffiliated with the University reported that a student who also served as a teaching assistant made a series of posts on social media calling for the extermination of Muslim individuals, including directing comments to other Cornell students and employees.

**Outcome:** BART assigned staff in the individual’s college to follow-up with the accused individual on the matter. The individual’s summer employer had also been made aware of the matter prior to the University, and the individual had removed the posts. The individual’s faculty advisor and the college followed up with the individual to determine the most appropriate interventions.

**Tags:** Harassment; Verbal Attack – Based on Religion/Creed, National Origin

12. Report #20160089

**Description & Outcome:** This is one of two (2) reports on this matter. See #20160077 for details.

**Tags:** Harassment; Verbal Attack – Based on Religion/Creed

13. Report #20160084

**Description:** On July 23, 2016, an individual reported that they had been singled out as one of the few employees of color and made to undergo monthly performance evaluations due to alleged reports of poor performance. The individual also reported being the subject of a number of jokes within the work group.

**Outcome:** The matter was referred to Workforce Policy and Labor Relations, who met with the individual to explore all options available under Policy 6.4. the individual was also connected to the local HR representative to explore other options for improving performance and creating a work plan to enable the individual to continue a career at Cornell and resolve the climate issues within the work group.

**Tags:** Discrimination – Based on Race/Color
14. Report #20160107
Description: On August 2, 2016, an individual unaffiliated with the University reported that a Cornell employee was posting online rants directed at people of color that included hate speech and racial epithets.

Outcome: A BART liaison followed up with the reporter, as well as with the Office of Human Resources. The accused individual was not found in any of the University’s system and was determined to not be affiliated with the University. No action was taken.

Tags: Harassment; Verbal Attack – Based on Race/Color

15. Report #20160114
Description: On August 3, 2016, CUPD reported that a white supremacy manifesto calling for the killing of underrepresented minority children was left on the copy machine at the Cornell Child Care Center.

Outcome: CUPD investigated the matter and determined that it was the job of hackers targeting universities across the nation. CUPD officers increased patrol of the area to ensure safety, and a notice was sent to all parents regarding the incident.

Tags: Intimidation – Based on Race/Color

16. Report #20160115
Description: On August 3, 2016, an individual reported that on the first day of a new role, another employee accused the individual of stealing the job from white men, along with other statements that the reporter found threatening.

Outcome: The matter was referred to Workforce Policy and Labor Relations, who met with the reporter and the local HR representative to review options under university policy. The reporter elected to work through the workplace discipline process to address the concerns.

Tags: Harassment; Verbal Attack – Based on National Origin, Race/Color

17. Report #20160125
Description: On August 5, 2016, an individual reported that a faculty member continuously made racist comments toward students during teaching rounds by deliberately referring to a Latino student as “Paco”, singling out the individual regarding words the faculty member believed were Spanish, and making statements mocking the cultural habit of dog-eating in East Asian countries.

Outcome: The matter was referred to Workforce Policy and Labor Relations to determine the appropriate follow-up with the faculty member.

Tags: Discrimination; Harassment; Verbal Attack – Based on Ethnicity, Race/Color

18. Report #20160132
Description: On August 3, 2016, a staff member reported to the Judicial Administrator that a student had sent a message to the entire class accusing them of bullying due to rumors about the individual and another classmate.
Bias Incident Summaries: July 1 - August 31, 2016

**Outcome:** The Judicial Administrator provided the staff member with resources to offer the student and offered the student the opportunity to meet to discuss the incident and the options available for resolution under the Campus Code or informally.

**Tags:** Harassment – Based on Other/No Status Indicated

19. Report #20160186

**Description:** On August 25, 2016, an individual reported that their student organization was receiving a series of hate emails filled with comments that were anti-Muslim and anti-Arab from a private email account.

**Outcome:** A BART liaison followed up with the reporter to provide resources and support services. The reporter and the organization were also connected to CUPD to meet with an investigator and the Judicial Administrator to discuss other interim measures or accommodations that might be needed in case there was a threat to their safety. The organization was also connected to the Director of Campus Activities to explore ways through IT that the messages could be prevented.

**Tags:** Harassment; Verbal Attack – Based on Ethnicity, National Origin, Race/Color, Religion/Creed

20. Report #20160223

**Description:** On August 25, 2016 staff members reported to the Department of Inclusion and Workforce Diversity that a student had reported to them being denied a leadership position due to rumors about conduct with another classmate.

**Outcome:** A BART liaison met with the staff members to provide resources that would support the student and to discuss options that would be available to resolve the matter. Guidance was also provided on how to modify the selection process in the future so that candidates were only being evaluated on specific criteria. Steps for addressing the culture of bullying present in the group were also discussed.

**Tags:** Discrimination – Based on Other/No Status Indicated

21. Report #20160224

**Description:** On August 28, 2016, an individual reported that while riding the TCAT bus with a friend and practicing Arabic homework, the two were accosted by an unknown man on the bus near the Ithaca Mall. Included in the man’s statements were that he could shoot the individuals from two miles away."

**Outcome:** A BART liaison connect the involved individuals to CUPD to provide the option to speak with an officer to investigate the matter. The students were also connected with the Associate Dean of Students for ongoing support and resources. A BART liaison also reached out to TCAT to discuss current processes and protocols for drivers to address incidents when they occur on the bus, additional training, and the establishment of a method to report incidents that occur on TCAT buses.

**Tags:** Intimidation; Verbal Attack – Based on Ethnicity, Race/Color, Religion/Creed

22. Report #20160226

**Description:** On August 30, 2016, an individual reported to the Judicial Administrator that a friend
had been physically assaulted during the previous academic year due to the individual’s disability status.

**Outcome:** The Judicial Administrator provided the reporter with resources and also offered the complainant the opportunity to meet to discuss options available to resolve the matter under Policy 6.4 and the Code of Conduct.

**Tags:** Physical Attack – Based on Disability

23. Report #20160227  
**Description:** On August 30, 2016, an individual reported that an unknown individual was continuously ramming a dolly into their apartment door, leaving stolen objects at the individual’s door, and knocking on the door.

**Outcome:** A BART liaison from Off-Campus Living reached out to the reporter to offer emergency housing and to connect the individual to Ithaca Police, CUPD, and the Judicial Administrator. The Dean of Students also reached out to the student to ensure that the student had received the support services and accommodations needed. The student declined any further action.

**Tags:** Harassment; Intimidation; Damage or Destruction of Property – Based on Other/No Status Indicated

24. Report #20160230  
**Description:** On August 30, 2016, residential staff reported a series of incidents that had occurring with a student that ranged from derogatory comments about women to stating that he was going to report himself in advance for rape, in addition to other comments.

**Outcome:** Due to the number and scope of the incidents reported from the staff, the matter was referred to the Alert Team to manage.

**Tags:** Verbal Attack – Based on Gender

25. Report #20160231  
**Description:** On August 28, 2016 an individual reported that while doing work in the lounge of a residence hall, a group of students came in and called the individual a Nazi.

**Outcome:** A BART liaison reached out to the reporter to provide initial support. The reporter did not respond to communications.

**Tags:** Verbal Attack – Based on Other/No Status Indicated

26. Report #20160248  
**Description:** On August 28, 2016, a staff member reported that a student had reported that they had been racially profiled by the Ithaca Police Department while walking home to Collegetown.

**Outcome:** A BART liaison was assigned to follow-up with IPD Chief to discuss the interaction that was reported and to provide additional support resources to the reporter and the involved group of students.

**Tags:** Discrimination; Harassment – Based on Race/Color
Bias Incident Summaries: July 1 - August 31, 2016

FY17 Bias Incidents by Nature of Concern (26)

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<th>Nature of Concern</th>
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UPDATED AUGUST 2016

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Bias Incident Summaries: July 1 - August 31, 2016

FY17 Bias Incidents by Location (26)

- **ONLINE/SOCIAL MEDIA**: 8 incidents
- **ON CAMPUS**: 14 incidents
- **OFF CAMPUS**: 4 incidents
- **WORKPLACE**: 2 incidents
- **ACADEMIC SETTING**: 1 incident
- **RESIDENTIAL PROGRAM/HOUSE SYSTEM**: 7 incidents
- **FRATERNITY OR SORORITY**: 0 incidents
- **CO-OP**: 0 incidents
- **BUILDING WHERE INDIVIDUAL LIVES**: 9 incidents

Number of Reported Incidents