



Who should read this?

Faculty, staff, and students who have concerns about harassment and discrimination at Cornell.

How do I file a formal complaint of discrimination or harassment at Cornell?

- **Regarding Sexual Violence, Sexual or Protected Status Harassment:** Contact the Title IX Coordinator at (607) 255-2242 or titleix@cornell.edu.
- **Regarding Prohibited Discrimination by Staff or Faculty in Academic or Employment Decisions:** Contact the Office of Workforce Policy and Labor Relations at (607) 255-6866 or equalopportunity@cornell.edu.

What if I want to talk to someone about an incident, but I'm not sure it's harassment or discrimination? What should I do?

Find a trusted individual to hear your concerns, such as the Title IX Coordinator (607-255-2242), the Department of Inclusion and Workforce Diversity (607-255-5530), or Workforce Policy and Labor Relations (607-255-6866). You may file an [incident report](#). You may also contact Cornell University Police at (607) 255-1111.

For confidential assistance, you may contact the Ombudsman's office (607-255-4321); Faculty Staff Assistance Program (607) 255-2673; Counseling and Psychological Services (607) 255-5155 or Cornell United Religious Works (607) 255-4214.

What if I witness or overhear something that might be harassment or discrimination?

E-mail equalopportunity@cornell.edu or titleix@cornell.edu, or submit an [incident report](#).

Reporting Bias: Have you seen it, heard it, or experienced it, but don't know who is responsible?

Contact the Department of Inclusion and Workforce Diversity at (607) 255-5530; www.hr.cornell.edu/diversity/reporting

Anonymously report improper conduct or violations of Cornell University's policies through **EthicsPoint** by dialing toll-free **1-866-293-3077**.

What if I don't want anyone else to know what happened?

In most cases, your concerns will be kept private. Only those who need to know will be informed. You will be given options and resources to aid you in resolving the situation.

However, if a crime has been committed, or someone is at risk of harm, the university has an obligation to act in order to keep you and others in the Cornell community safe.

How will my concerns be resolved?

Concerns may be resolved through informal resolutions, mediation, or by formal investigation. Formal investigations generally will take place only as a result of your decision to file a formal complaint about what happened to you.

Where can I go for confidential counseling and support?

- **Counseling and Psychological Services (CAPS)** for students: (607) 255-5155
- **Cornell Health** (medical and mental health providers, students only): (607) 255-5155
- **Faculty and Staff Assistance Program (FSAP)** for faculty and staff: (607) 255-2673 (COPE)
- **Victim Advocacy:** (607) 255-1212, victimadvocate@cornell.edu
- **Lesbian, Gay, Bisexual, Transgender Resource Center:** (607) 254-4987 or lgbtrc@cornell.edu
- **Cornell United Religious Work (CURW)** (607) 255-4214 or curw@cornell.edu
- **The Ombudsman:** (607) 255-4321, ombudsman@cornell.edu
- **The Advocacy Center of Tompkins County:** (607) 277-5000
- **The Women's Resource Center (WRC):** (607) 255-0015 or wrc@cornell.edu
- **Sexual Harassment and Assault Response and Education:** www.share.edu