

Raising a Concern about Harassment and Discrimination

Who should read this: faculty, staff, students, and student-employees who have concerns about harassment and discrimination at Cornell.

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

- Contact the Office of Workforce Policy and Labor Relations at (607) 254-7232 or equalopportunity@cornell.edu for complaints regarding staff, faculty or student-employees.
- Contact the Judicial Administrator at (607) 255-4680 or judadmin@cornell.edu for complaints regarding students.
- Note: for sexual violence or assault, contact Cornell University Police at (607) 255-1111 and/or email nosexualharassment@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 a Harassment and Discrimination Advisor (http://www.hr.cornell.edu/diversity/reporting/harassment_advisors.html), the JA (for students; 255-4680), the Ombudsman's office (255-4321), or Workforce Policy and Labor Relations (equalopportunity@cornell.edu). They'll help you resolve your concern or refer you to the appropriate office.

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

Send a note to equalopportunity@cornell.edu or nosexualharassment@cornell.edu for advice. If a student is in distress, you may also consult with Counseling and Psychological Services (CAPS) at (607) 255-5155.

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

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

If however, 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 interventions, mediation, or as a result of a 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.

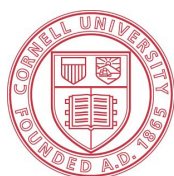
Where can I go for private counseling and support?

- Counseling and Psychological Services (CAPS) for students: (607) 255-5155
- Faculty and Staff Assistance Program (FSAP) for faculty and staff: (607) 255-2673 (COPE)
- Victim Advocacy: victimadvocate@cornell.edu
- Lesbian, Gay, Bisexual, Transgender Resource Center: (607) 254-4987 or lgbtrc@cornell.edu
- Student Disability Services: (607) 254-4545
- Sexual Harassment and Assault Response and Education: www.share.cornell.edu

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) 255-0041 or Report_Bias@cornell.edu; www.hr.cornell.edu/diversity/reporting

To anonymously report nonemergency criminal or suspicious activity at Cornell University go to: http://www.cupolice.cornell.edu/crimes/silent_witness.cfm



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