FY16 REPORTING BIAS
SYSTEM ANNUAL REPORT
Summary of Activity July 1, 2015 – June 30, 2016

BIAS: Have you …
Seen It, Heard It,
or Experienced It?

Reporting Bias

Phone: (607) 255-1426
Email: Report_Bias@cornell.edu
Web: www.hr.cornell.edu/diversity/reporting
To Report: http://biasconcerns.cornell.edu
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Executive Summary

Commitment to Inclusion

A diverse community includes everyone and is the foundation for the meaningful exploration and exchange of ideas. Since its founding, Cornell University has encouraged a culture that provides for the full participation of all members of our campus community—this keeps us at the leading edge in education and in our fields and practices. Cornell University is a place where intercultural skills are developed and enacted among diverse campus constituencies, with community partners, and within the classroom and workplace.

The University remains committed to devising strategies and structures to allow for the enactment of swift and appropriate responses to reports of bias, discrimination, harassment, and sexual misconduct. Throughout the academic year, the Department of Inclusion and Workforce Diversity engages those involved in the bias reporting process—including the Bias Assessment and Review Team (BART) members and the constituent assemblies—to gather feedback and to propose structural and procedural changes to the Reporting Bias System.

A New Central Reporting System

Beginning July 1, 2015, the University began using a central reporting system to report multiple forms of prohibited conduct, including bias, discrimination, harassment, sexual misconduct, hazing, and other disruptive behavior. Branded as the Reporting Bias System and coupled with new educational programming around using the system, the first year has seen an increase of over one hundred percent in reported activity. This is due, in large part, to offices that have long been the recipients of reports, such as the Office of the Judicial Administrator, now reporting this information into the new system.

Reports of bias, discrimination, and harassment increased from 55 reported incidents in FY15 to 113 reported incidents in FY16. The most frequently reported nature of concern was race/color with 56 reported incidents, followed by ethnicity (33), gender/gender identity/expression (28), and sexual orientation (16). Of note, 13 reported incidents were not based on any protected status. Based on recommendations from FY15, incidents occurring online and on social media began being tracked, reaching 39 reported incidents during this year. The vast majority of reported incidents occurred on campus, reaching 49 reported incidents.

Reports of sexual and related misconduct, including sexual assault, sexual harassment, dating violence, domestic violence, and stalking, reached a total of 134 reported incidents in FY16. This includes reports made anonymously and reports against faculty, staff, and third parties unaffiliated with the university. Of the reported incidents, there were 74 allegations of sexual assault and 78 allegations of sexual harassment, including those occurring in the workplace. The majority of complainants were identified as female. The majority of the complainants involved, at 80.5 percent, were undergraduate students. The majority of respondents, reaching 37.8 percent, were classified as third party or unknown.
Reporting Bias, Discrimination & Harassment

What is Tracked and Why?

The Department of Inclusion and Workforce Diversity is responsible for collecting and tracking all reported bias activity occurring 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, Geneva, Weill Cornell Medicine, and Cornell NYC Tech campuses.

Under Cornell’s specific definition, a bias incident is an act of bigotry, harassment, or intimidation that occurs on a Cornell campus or within an area that impacts the Cornell community and that one could reasonably conclude is directed at a member or a group of the Cornell community because of that individual’s or group’s actual or perceived age, color, creed, disability, ethnicity, gender, gender identity or expression, marital status, national origin, race, religion, sexual orientation, veteran status or any combination of these or related factors. Cornell utilizes its Reporting Bias System to track and respond to bias incidents in which the perpetrators are known, unknown, or may not be readily identifiable.

Pursuant to the university’s obligation to keep the community informed of bias activity that impacts the campus, incident summaries and aggregate data of reported incidents are published online for public viewing. This information is updated monthly and can be found at: diversity.cornell.edu/addressing-bias-activity.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires universities to annually disclose crime statistics, including bias-related hate crimes. This information can be found in the Annual Security Report: cupolice.cornell.edu

Reporting an Incident

Reporting bias and the resulting efforts to understand and prevent bias activity are a matter of taking part in a caring community. Anyone who directly witnesses or experiences bias activity on the Cornell campus or in an area that impacts the Cornell community should intervene in the moment as appropriate (e.g., contact Cornell Police at 911, if a crime is in progress, or interrupt the behavior in as much as the observer feels skilled and safe), and be sure to also report the incident as soon as possible.

To report an incident, individuals can use one of the following methods:

- **By submitting** an incident report online at biasconcerns.cornell.edu
- **By emailing:** report_bias@cornell.edu
- **By contacting** the Department of Inclusion & Workforce Diversity at (607) 255-1426
- **By consulting** with a Discrimination & Harassment Advisor hr.cornell.edu/diversity/reporting/
- **By contacting** the Cornell University Police Department (CUPD) at (607) 255-1111 or 911 for emergency assistance.

Please note that all activity reported may not rise to the level of a bias crime or other actionable event. The University does, however, take appropriate steps to address all reports received, including anonymous reports.
Bias Assessment & Review Team (BART)

To facilitate the assessment of bias incidents and the appropriate intervention steps, reported incidents are routed to the BART—the coordinating hub of a network of existing bias liaisons from across the university. The BART may refer reports to the appropriate university unit—such as Workforce Policy and Labor Relations and the Judicial Administrator—or work collaboratively with campus partners to determine the best method of intervention to address the matter.

The BART brings together a variety of individuals from across the university. Members for the 2015-16 academic year included:

Ulysses Smith – Lead Diversity & Inclusion Strategist, Department of Inclusion & Workforce Diversity
Theoria Cason – Assistant Director, Residential & New Student Programs
Denise Zajac – Assistant Dean of Students; Dean of Students Office
Kent Hubbell – Dean of Students
Dave Honan – Deputy Chief, Cornell University Police
Mary Beth Grant – Senior Associate Dean of Inclusion, Engagement and Community Support
Travis Apgar – Senior Associate Dean of Students, Fraternity & Sorority Affairs and Independent Living
Wai-Kwong Wong – Counseling & Psychological Services, Gannett Health Services
Brandon Senior – Counselor, NYS Opportunity Programs, OADI
Andrew Martinez – Assistant Dean of Students, Center for Intercultural Dialogue; 6-2-6
Sarah Wattenberg – Assistant Director of Athletics for Student Services
Christina Liang – Associate Judicial Administrator

In addition to these members, staff from key units attend the team meeting to address specific situations on an as-needed basis. These units include but are not limited to the following:

Department of Athletics  International Students & Scholars Office
Gannett Health Services  LGBT Resource Center
Undergraduate Advising  Crisis Managers
Women’s Resource Center  Grad/Prof Schools
Asian & Asian American Center  Student Disability Services
Office of University Counsel  Workforce Policy & Labor Relations
All bias data is presented by fiscal year (July 1 – June 30). To identify trends, the data is viewed comparatively across each fiscal year. Between FY15 and FY16, the number of reported incidents increased by 51%. This may be attributed in part to additional training and education on recognizing and reporting bias, effective bystander intervention, and changes to existing programs. The increase may also demonstrate an increase in activity across the institution.
Bias: What is the Nature of Concern?

The data above represents the aggregate number of each factor selected during the reporting process or determined after the report was processed. The nature of concern is the protected status or other related factor upon which a report is based. When filing an incident report, reporters are able to select more than one nature of concern, therefore the total numbers by nature of concern may be greater than the total number of reports for each fiscal year. Each report is triaged by the Department of Inclusion and Workforce Diversity, and the most appropriate concern(s) is selected based on the information provided.
Bias: Where is It Happening?

The data above represents the aggregate number of each location selected during the reporting process or determined after the report was processed. The location of incidents is key to identifying trends, making connections to other crimes, and determining whether an incident is reportable under the Clery Act. In FY16, there was a sharp increase in the number of incidents occurring via social media and electronic communication. Similar to the nature of concern, one incident can be assigned multiple locations. For example, an incident that occurs on campus may also have occurred in a residence hall.
The data above indicate the classification of the parties involved in reported incidents. These charts do not make any distinction between the reporter, the accused, or any bystanders and witnesses. The vast majority of the cases reported involved or were reported by undergraduate students, though FY16 saw an increase in the number of incidents involving or reported by graduate and professional students. There has been a decrease in the number of anonymous reports, as most reporters have willingly identified themselves on the reporting form. The new form also allows reporters to specify how they would like to be involved in the case post reporting, and if they consent to being contacted for follow-up.
Consistent with the last two years, verbal attacks have remained the highest reported type of activity. This category also includes comments that are written on social media or distributed electronically. Intimidation and harassment/discrimination also are commonly reported, with some cases demonstrating patterns of bullying. This highlights a need to continue to develop educational opportunities for the community to explore these topics, as well as more effective methods to communicate community standards and expectations of maintaining a culture of respect.
Reporting Sexual and Related Misconduct

Cornell University strives to maintain an environment that is safe and free from sexual misconduct, including sexual violence. The university has adopted policies in support of this goal and complies with all applicable federal, state, and local laws. The university is committed to sharing information with the broader community regarding the incidence of sexual misconduct on campus.

What is Cornell Required to Report?

New York State Education Law Article 129-B ("Enough is Enough") will, but does not currently, require institutions to annually report certain information regarding domestic violence, dating violence, stalking, and sexual assault to the NYS Education Department. It is anticipated the reporting requirement will go into effect in the fall of 2017.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and the Violence Against Women Act (VAWA) are federal laws that require colleges and universities to disclose information about crime on and around their campuses including, dating violence, domestic violence, stalking, rape, fondling, incest, and statutory rape. This information can be found in the Annual Security Report: cupolice.cornell.edu.

For the purposes of this report, sexual and related misconduct includes the following offenses:

- Dating Violence (Intimate Partner Violence)
- Domestic Violence
- Sexual Assault (public lewdness, rape, sexual battery, and sexual abuse)
- Sexual Harassment\(^1\)
- Stalking

For complete definitions of these offenses, please refer to University Policy 6.4: Prohibited Discrimination, Protected-Status Harassment, Sexual Harassment, and Sexual Assault and Violence.

Note that effective August 1, 2016, the University enacted new Procedures for the Resolution of Reports Against Students Under Cornell University Policy 6.4 for the Following Acts of Prohibited Conduct: Dating Violence; Domestic Violence; Sexual Assault; Sexual Exploitation; Sexual and Gender-Based Harassment; Stalking; Aiding Prohibited Conduct; Attempting to Commit Prohibited Conduct; Retaliation; and Violating an Interim Measure. Dating Violence, Domestic Violence, Sexual Assault, Sexual and Gender-Based Harassment, and Stalking, as well as other prohibited conduct, are set forth and defined in the Procedures.

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\(^1\) Includes both Title IX and Title VII offenses.
Reporting an Incident

Cornell strongly encourages individuals who have experienced, have knowledge of, or have witnessed sexual harassment, sexual assault, domestic and dating violence, stalking, sexual exploitation, or other forms of sexual misconduct committed by or against students, staff, or faculty to report the incident immediately to the University. Reporting can be done through one of the following options:

- By submitting an incident report online at biasconcerns.cornell.edu
- By contacting the University’s Title IX Coordinator or any Deputy Title IX Coordinator by telephone, email, or in person during regular office hours (see list below)
- By emailing: nosexualmisconduct@cornell.edu
- By contacting the Cornell University Police Department (CUPD) at (607) 255-1111 or 911 for emergency assistance.

Title IX Coordinators:

- University Title IX Coordinator, Sarah Affel | sba49@cornell.edu
- Deputy Title IX Coordinator for Students, Michelle Horvath | mrh263@cornell.edu
- Deputy Title IX Coordinator for Staff and Faculty, Laurie Johnston | lj6@cornell.edu
- Deputy Title IX Coordinator for Athletics, Anita Brenner | amb42@cornell.edu
- Cornell Tech Title IX Coordinator for Students, Christine Sneva | ces255@cornell.edu
- Cornell Tech Title IX Coordinator for Staff and Faculty, Julie Delay | jad13@cornell.edu
- Weill Cornell Medicine Title IX Coordinator for Students, Dr. JoAnn Difede | jdifede@med.cornell.edu
- Weill Cornell Medicine Title IX Coordinator for Faculty, Dr. Rache Simmons | rms2002@med.cornell.edu
- Weill Cornell Medicine Title IX Coordinator for Employees, Angela Charter Lent | anc2035@med.cornell.edu

For additional information and resources, including confidential resources and the New York State Student Bill of Rights, visit the Sexual Harassment & Assault Response and Education website: share.cornell.edu or titleix.cornell.edu.
The data shown above represents the number of reports that have been made to the university in the period July 1, 2015 – June 30, 2016. A “report” is when a faculty or staff member who has a “duty to consult” pursuant to Policy 6.4 becomes aware of potential violations under Policy 6.4. A report may be oral, written, formal, or informal. A report may include multiple offenses, so the total number of concerns may exceed the total number of reports. A report is not the same as a Formal Complaint under Policy 6.4 and does not necessarily result in a Formal Complaint. The data above does not specify how many reports have yielded Formal Complaints and/or resulted in a formal investigation under Policy 6.4 or the Campus Code of Conduct. This data excludes all matters reported directly to any of the designated confidential resources, who do not have a duty to consult with a university official.
Sexual Misconduct: Where is it Occurring?

The data above represents the aggregate number of each location that was selected during the reporting process or determined after the report was processed. There may be more than one location category per report so the total number of locations will exceed the total number of reports.
Sexual Misconduct: Who is Involved?

Complainants by Nature of Concern and Gender*

<table>
<thead>
<tr>
<th>Nature of Concern</th>
<th>Male</th>
<th>Female</th>
<th>Intersex</th>
<th>Anonymous/Unknown to the University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dating Violence</td>
<td>1</td>
<td>12</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>1</td>
<td>4</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>13</td>
<td>51</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Sexual Harassment (Title IX)</td>
<td>3</td>
<td>56</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Sexual Harassment (Title VII)</td>
<td>3</td>
<td>7</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>1</td>
<td>9</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>22</td>
<td>139</td>
<td>0</td>
<td>3</td>
</tr>
</tbody>
</table>

Respondents by Nature of Concern and Gender*

<table>
<thead>
<tr>
<th>Nature of Concern</th>
<th>Male</th>
<th>Female</th>
<th>Intersex</th>
<th>Anonymous/Unknown to the University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dating Violence</td>
<td>10</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>5</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>54</td>
<td>6</td>
<td>0</td>
<td>10</td>
</tr>
<tr>
<td>Sexual Harassment (Title IX)</td>
<td>48</td>
<td>3</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>Sexual Harassment (Title VII)</td>
<td>7</td>
<td>3</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>8</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>132</td>
<td>17</td>
<td>0</td>
<td>15</td>
</tr>
</tbody>
</table>

*This data reflects the initial reports to the University, not Formal Complaints.

PARTIES BY GENDER

A person who is the subject of a report or initiates a Formal Complaint of prohibited conduct is designated as the “complainant.” A person against whom such a report or Formal Complaint has been made is designated as the “respondent.”

Respondents in this data may have multiple allegations against them. There also may be more than one respondent in a single case.

80.5% of respondents were identified as male, 10.4% identified as female. Of complainants, 85% identified as female, whereas 13.4% identified as male.
### Complainants by Nature of Concern and Classification*

<table>
<thead>
<tr>
<th>Nature of Concern</th>
<th>Undergraduate Student</th>
<th>Graduate/Professional Student</th>
<th>Faculty</th>
<th>Staff</th>
<th>Third Party/Unknown to the University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dating Violence</td>
<td>9</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>43</td>
<td>5</td>
<td>0</td>
<td>2</td>
<td>15</td>
</tr>
<tr>
<td>Sexual Harassment (Title IX)</td>
<td>33</td>
<td>17</td>
<td>3</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Sexual Harassment (Title VII)</td>
<td>0</td>
<td>1</td>
<td>7</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Stalking</td>
<td>3</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>90</strong></td>
<td><strong>28</strong></td>
<td><strong>7</strong></td>
<td><strong>15</strong></td>
<td><strong>23</strong></td>
</tr>
</tbody>
</table>

### Respondents by Nature of Concern and Classification*

<table>
<thead>
<tr>
<th>Nature of Concern</th>
<th>Undergraduate Student</th>
<th>Graduate/Professional Student</th>
<th>Faculty</th>
<th>Staff</th>
<th>Third Party/Unknown to the University</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dating Violence</td>
<td>8</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Domestic Violence</td>
<td>2</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Sexual Assault</td>
<td>30</td>
<td>5</td>
<td>0</td>
<td>1</td>
<td>34</td>
</tr>
<tr>
<td>Sexual Harassment (Title IX)</td>
<td>18</td>
<td>11</td>
<td>4</td>
<td>3</td>
<td>22</td>
</tr>
<tr>
<td>Sexual Harassment (Title VII)</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>7</td>
<td>0</td>
</tr>
<tr>
<td>Stalking</td>
<td>2</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>60</strong></td>
<td><strong>23</strong></td>
<td><strong>6</strong></td>
<td><strong>13</strong></td>
<td><strong>62</strong></td>
</tr>
</tbody>
</table>

*This data reflects the initial reports to the University, not Formal Complaints.

Undergraduate students comprise 55.2% of complainants. Graduate and professional students account for 17.2% of complainants, followed by third parties with 14.1% of complainants.

Third parties are individuals who have no current or known affiliation with the University, or are anonymous or unknown.

37.8% of respondents were third parties, with undergraduates following at 36.6% of respondents.
University Confidential Resources

The University offers a number of confidential resources for individuals who are unsure whether to report prohibited conduct and/or who seek counseling or other emotional support in addition to, or without, making a report to the University. For confidential support, seek assistance from:

- **Gannett Health Services** (medical and mental health providers, students only: 607-255-5155)
- The **Faculty and Staff Assistance Program (FSAP)** (FSAP) (mental health providers, faculty and staff only: 607-255-2673)
- **Cornell United Religious Work Chaplains (CURW)** (pastoral counseling: 607-255-6002)
- The **Ithaca Advocacy Center’s** 24/7 hotline (607-277-5000)
- The **Cornell Victim Advocate** (607-255-1212, victimadvocate@cornell.edu)
- The director of the **Women’s Resource Center (WRC)** (607-255-0015, womensresctr-mailbox@cornell.edu)
- The director of the **LGBT Resource Center** (607-254-4987)
- The **University Ombudsman** (607-255-4321)

Conversations with the University’s confidential resources are kept strictly confidential and, except in rare circumstances, will not be shared without explicit permission, as explained below:

Gannett, FSAP, and CURW will not share with the University’s Title IX Coordinator or any other University officials any information disclosed to them in the course of providing medical and/or mental health services or pastoral counseling. Generally, these conversations are also legally privileged in the event of a court proceeding.

The Advocacy Center is independent of Cornell and has no duty to consult with the University.

The Victim Advocate, directors of the WRC and LGBT Resource Center, and the Ombudsman will not convey any personally identifiable information to the University Title IX Coordinator or any other University officials; however, they will share with the University’s Title IX Coordinator de-identified statistical or other information regarding sexual assault, dating violence, domestic violence or stalking.
For questions or additional information, contact us:

Department of Inclusion & Workforce Diversity  
150 Day Hall  
(607) 255-3976  
owdi@cornell.edu | diversity.cornell.edu

Title IX Office  
150 Day Hall  
(607) 255-2242  
titleix.cornell.edu

Division of Human Resources  
hr.cornell.edu

Sexual Harassment & Assault Resources and Education  
share.cornell.edu

For more information, please contact the Department of Inclusion and Workforce Diversity:

Phone: (607) 255-1426  
Email: Report_Bias@cornell.edu  
Web: www.hr.cornell.edu/diversity/reporting  
To Report: http://biasconcerns.cornell.edu

Cornell University