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

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
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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 Review Team (BART) members, the Title IX Coordinators, and the constituent assemblies—to gather feedback and propose structural and procedural changes to the Reporting Bias System.

A New Central Reporting System

In response to feedback gathered during the 2014-15 academic year, as well as changes in Title IX reporting requirements from both the state and federal governments, the university consolidated existing reporting structures into a central system, known as the Reporting Bias System. The system includes a new consolidated online reporting form where all Cornell constituents, as well as third parties, can file reports of bias, discrimination, harassment, sexual misconduct, hazing, and other disruptive behavior. The reporting form can be accessed by scanning the quick response (QR) code on posters around campus with a smartphone, or by visiting biasconcerns.cornell.edu.

Ongoing Education & Training

One instance of bias, discrimination, harassment, or sexual misconduct is too many. The sharp increase in the number of reported incidents in the data that follows, however, is credited partially to the efforts by many across Cornell’s campus and nationally to bring attention to these issues and to provide more education and training opportunities to all constituents.

As President Garrett stated in a community-wide message, “We are committed to providing students with comprehensive and effective consent and prevention education, including bystander education and targeted efforts throughout the time a student attends Cornell; to dedicating significant resources to education and disciplinary activities; and to using a fair and transparent investigation and adjudication process.” We are resolved to provide the most effective education and training possible for our students, faculty, and staff. Existing trainings will continue to be evaluated and modified to ensure that all constituents understand the standards of being part of our caring community.
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 – *Diversity & Inclusion Strategist, Title IX Coordinator; Inclusion & Workforce Diversity*

Theoria Cason – *Associate 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 – *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 attended 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
- Gannett Health Services
- Undergraduate Advising
- Women’s Resource Center
- Asian & Asian American Center
- Office of University Counsel

- International Students & Scholars Office
- LGBT Resource Center
- Crisis Managers
- Grad/Prof Schools
- Student Disability Services
- 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 FY14 and FY15, the number of reported incidents increased by 16%. As of December 31, 2015 the number of reported incidents for FY16 stood at 45. It is projected that FY16 will see a sharp increase in reported incidents. This is likely due to the change in the reporting system to now include matters from Human Resources, as well as additional training and education on recognizing and reporting bias.
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. The data above represents the aggregate number of each factor that was selected during the reporting process or determined after the report was processed.
Bias: Where is It Happening?

The location of incidents is key to identifying trends and even making connections to other crimes. In FY16, there has been 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 represents the aggregate number of each location that was selected during the reporting process or determined after the report was processed.
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 involve or are reported by undergraduate students, though FY16 has seen 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 has remained the highest reported category. 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 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 Harassment¹
- 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.

¹ Includes both Title IX and Title VII offenses.
Reporting an Incident

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

- Use the online reporting form located at [biasconcerns.cornell.edu](http://biasconcerns.cornell.edu)
- Send an email to one of the following addresses:
  - nosexualmisconduct@cornell.edu
  - nosexualharassment@cornell.edu
  - gender_equity@cornell.edu
- Consult with a Title IX Coordinator:
  - Ithaca campus students (including interim measures and accommodations): Jody Kunk-Czaplicki | jak236@cornell.edu
  - Ithaca campus faculty, staff and postdocs: Laurel Parker | lkp5@cornell.edu
  - Weill Cornell campus students: Joseph Murray | jfmurray@med.cornell.edu
  - Weill Cornell campus staff: Angela Charter Lent | anc2035@med.cornell.edu
  - Weill Cornell campus faculty and postdocs: Rachel Simmons | rms2002@med.cornell.edu
  - Cornell Tech campus students: Christine Sneva | ces255@cornell.edu
  - Cornell Tech campus faculty, staff, and postdocs: Julie Delay | jad13@cornell.edu
  - Cornell’s investigative process: Alan Mittman | alm63@cornell.edu
  - Cornell’s reporting process and data: Ulysses Smith | ujs3@cornell.edu
  - University compliance with Title IX, or if you are unsure where to start: Contact Mary Opperman, Chief Title IX Coordinator | mary.opperman@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](http://share.cornell.edu).
The data shown above represents the number of reports that have been made to the university in the period July 1, 2015 – December 31, 2015. 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.
For questions or additional information, contact us:

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150 Day Hall
(607) 255-3976
owdi@cornell.edu

Division of Human Resources
hr.cornell.edu

Diversity at Cornell
diversity.cornell.edu

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

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