

# Bias Incident Summaries: July 1, 2016 – January 31, 2017

## 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

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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

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### 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

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### 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

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### 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.

**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

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### 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

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### 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

### 27. Report #20160252

**Description:** On August 31, 2016, an individual unaffiliated with the university sent a message condemning LGBTQ people to the Department of Inclusion and Workforce Diversity, via the university diversity website.

**Outcome:** The message and the report were treated as informational, and kept by the BART to analyze trends of behavior. There was no valid email address for response to the message.

**Tags:** Harassment; Verbal Attack – Based on Sexual Orientation, Gender/GI/GE

### 28. Report #20160259

**Description:** On September 1, 2016, an anonymous individual reported that while attending the silent disco orientation event, another student directed comments toward the reporter that included “Hail Hitler” and other anti-Semitic comments.

**Outcome:** The matter was referred to the BART and a liaison followed up with New Student Programs to see if there was any additional feedback from the orientation survey that referenced the matter. As the reporter was anonymous, no contact was made with the reporter. Residential staff were instructed to remind their respective communities of expectations for creating an inclusive climate at their mandatory floor meetings.

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

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### 29. Report #20160260

**Description:** On September 2, 2016, a staff member reported that a student had sent an email to another student that included a scripture from the Bible with certain categories highlighted, including “homosexuals”, in response to an invitation to an orientation activity, causing the student to feel targeted by the individual.

**Outcome:** The matter was referred to BART, who worked with the staff member to have a conversation with both students about freedom of speech, freedom of religion, university policy, and the impact of diverse perspectives. The staff member was also assisted in recruiting colleagues to discuss the use of social media and its impacts in the professional sphere.

**Tags:** Harassment; Verbal Attack – Based on Sexual Orientation, Gender/GI/GE

### 30. Report #20160265

**Description:** On September 2, 2016, an individual reported that a professor made comments in class that many felt were racist in nature, and dismissed students who challenged the comments.

**Outcome:** A BART liaison met with the reporter to provide insight on potential ways to approach the conversation with the faculty member, as well as ways to allow the individual’s students to discuss the comments in their section, tying it to the course material. The reporter did advise that they were able to have the conversation with TAs and the students. The individual was also connected with a staff member who was assisting in piloting a training program for TAs and instructors on addressing similar matters in the classroom.

**Tags:** Verbal Attack – Based on Race/Color

### 31. Report #20160266

**Description:** On September 3, a student reported that a faculty member made a number of derogatory comments in class, including referring to certain ethnic groups as barbaric and directing some comments toward an African student.

**Outcome:** A BART liaison reached out to the student and advised the student of various options for resolving the matter, including tools for having a conversation with the faculty member about the comments and their impact on the students in the class. The student advised that they did want to have a conversation with the faculty member, but wished to wait until after the semester ended.

**Tags:** Verbal Attack – Based on Ethnicity, Gender/GI/GE, Race/Color



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### 32. Report #20160287

**Description:** On September 5, 2016, an anonymous individual reported that while riding the bus, a group of visibly intoxicated white males approached the individual and the individual's group of friends, all of whom were of Asian descent, and began naming individuals with traditionally Asian names, asking the group if they knew these individuals and laughing.

**Outcome:** The matter was referred to the BART, which discussed the behavior and possible steps for intervention on the part of TCAT drivers. Contact was made with TCAT and the Cornell liaison to discuss current training efforts and protocols for incidents that occur on the bus. A sub-committee was formed to work with TCAT to specifically address how to handle incidents that occur on the bus and ongoing trainings for TCAT drivers. As the report was anonymous, no contact could be made with the reporter for follow-up on the involved individuals.

**Tags:** Verbal Attack – Based on Race/Color, Ethnicity

### 33. Report #20160288

**Description:** On September 5, 2016, an individual unaffiliated with the university sent a message to the Department of Inclusion and Workforce Diversity via the diversity website condemning the university for its diversity efforts, labeling them as “pandering to people of color” and calling on “mongrels” to “relocate to the Middle East”.

**Outcome:** The message and the report were treated as informational, and kept by the BART to analyze trends of behavior. There was no valid email address for response to the message.

**Tags:** Verbal Attack – Based on Ethnicity, National Origin, Race/Color

### 34. Report #20160290

**Description:** On September 6, 2016 the Judicial Administrator reported that during the course of an investigation, content that was bias in nature was discovered.

**Outcome:** The OJA continued to investigate the matter under the Campus Code of Conduct. The OJA engaged the BART to make determinations for educational interventions for the associated parties in the investigation, as well as possible sanctions for the prohibited conduct.

**Tags:** Harassment; Intimidation; Verbal Attack – Based on Gender/GI/GE, Race/Color

### 35. Report #20160293

**Description:** On September 7, 2016, a staff member reported that a department was experiencing climate difficulties that included bias, harassment, and abusive conduct by the faculty, causing individuals to leave the department and others to not speak.

**Outcome:** The BART referred the matter to Academic HR and the Office of Workforce Policy and Labor Relations to work closely with the local HR representative, and to assist all complainants in exploring their options under policy 6.4. Personnel in Academic HR continued to work with the department chair, the appropriate dean, and others across the institution to develop measures for addressing behavior among graduate students and faculty.

**Tags:** Harassment; Intimidation – Based on Gender/GI/GE

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### 36. Report #20160300

**Description:** On September 8, 2016, the Office of Fraternity and Sorority Life received an email from an anonymous reporter from an internal fraternity communication that featured derogatory comments about women, particularly from a particular sorority.

**Outcome:** A BART liaison worked with Fraternity and Sorority Life and the Women's Resource Center to determine appropriate educational intervention for the fraternity. Additionally, Fraternity and Sorority Life contacted the national organization and met with the chapter's president to discuss the incident and to develop programming for the chapter.

**Tags:** Verbal Attack – Based on Gender/GI/GE

### 37. Report #20160320

**Description:** This is one of two (2) reports on this matter. On September 10, 2016, a staff member reported that a student had come in to request assistance in having academic requirements changed and grades removed from the transcript, citing comments that were made by the instructing faculty members that described as inappropriate, threatening, and based on the national origin of the student.

**Outcome:** BART liaisons met with the academic advising office for the associated college to discuss the options for resolution of the matter, and methods for addressing the climate in the department itself. The academic advising office worked with the faculty to change the grading basis for the grades after reviewing the petition. The department chair, the dean, and the diversity council for the college began a strategic review of the department to address climate issues by reviewing evaluations and instituting a series of faculty training and development opportunities through the college's Toward New Destinations goals.

**Tags:** Harassment; Discrimination; Retaliation – Based on Ethnicity, National Origin, Race/Color

### 38. Report #20160321

**Description and Outcome:** This is one of two (2) reports on this matter. See report #20160320 for details.

**Tags:** Harassment; Discrimination; Retaliation – Based on Ethnicity, National Origin, Race/Color

### 39. Report #20160381

**Description:** On September 14, 2016 an individual unaffiliated with the university reported that an employee had written and submitted an AirBnB review of the individual's place that was posted publicly that featured discriminatory and derogatory language.

**Outcome:** The matter was referred to Workforce Policy and Labor Relations, who followed up with the reporter to offer options for how the office could raise the concern with the employee's supervisor, advising of appropriate behavior when representing Cornell. WPLR determined that the employee in question was no longer employed by the university, and advised the reporter of external agencies to file a complaint with such as the State Division of Human Rights. The reporter advised that AirBnB removed the review as a violation of their standards of acceptability.

**Tags:** Verbal Attack – Based on Race/Color

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### 40. Report #20160385

**Description:** On September 15, 2016 a staff member reported that a student organization published a letter expressing concerns about the language used in the description of an installation that was disparaging to Indigenous Peoples.

**Outcome:** A BART liaison followed up with members from the American Indian and Indigenous Studies department, the sponsoring faculty member, and the student organization engaged in a dialogue about the language. The language of the initial online description was subsequently changed, and the dialogue became part of the installation.

**Tags:** Verbal Attack – Based on Ethnicity, Based on Race/Color

### 41. Report #20160388

**Description:** On September 15, 2016, a residential staff member reported that derogatory language and epithets had been written on a whiteboard in the lounge of a residence hall.

**Outcome:** A BART liaison followed up with the Residence Hall Director, who incorporated a note about bias/hate speech into the regular newsletter. The resident advisors also held a program focused on gender and sexuality in conjunction with the LGBT Resource Center.

**Tags:** Verbal Attack – Based on Sexual Orientation

### 42. Report #20160452

**Description:** This is one of ten (10) reports on this matter. On September 20, 2016, a number of individuals reported that a picture of two Cornell football players wearing sombreros as part of an athletic award had been posted to social media by a coach. The posts was subsequently reposted by the university social media account. A student organization reposted the photo decrying the post, prompting a number of students and external individuals to comment with racial epithets and derogatory language, and threats.

**Outcome:** The matter was referred to the BART, who partnered with Athletics communications staff, university media relations, athletics student services staff, and resource center staff to address the issue. The initial post was removed and an apology was issued by the involved coach. The director of Athletics sent an additional personal apology to the members of the student organization that reported the matter. The football team chose a different hat to use as part of their award tradition. The staff of Athletics also worked to put together a workshop focused on identity and being an ally, specifically for their staff, which was conducted on October 12th. Inclusion and Workforce Diversity worked with the diversity council in University Relations to focus on training and education initiatives as part of the division's Toward New Destinations initiatives. Students also worked to schedule a Breaking Bread program with the Center for Intercultural Dialogue, held on October 2nd.

**Tags:** Harassment – Based on Ethnicity, National Origin, Race/Color

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43. Report #20160453

**Description and Outcome:** This is one of ten (10) reports on this matter. See report #20160452 for details.

**Tags:** Harassment – Based on Ethnicity, National Origin, Race/Color

44. Report #20160454

**Description and Outcome:** This is one of ten (10) reports on this matter. See report #20160452 for details.

**Tags:** Harassment – Based on Ethnicity, National Origin, Race/Color

45. Report #20160455

**Description and Outcome:** This is one of ten (10) reports on this matter. See report #20160452 for details.

**Tags:** Harassment – Based on Ethnicity, National Origin, Race/Color

46. Report #20160457

**Description and Outcome:** This is one of ten (10) reports on this matter. See report #20160452 for details.

**Tags:** Harassment – Based on Ethnicity, National Origin, Race/Color

47. Report #20160458

**Description and Outcome:** This is one of ten (10) reports on this matter. See report #20160452 for details.

**Tags:** Harassment – Based on Ethnicity, National Origin, Race/Color

48. Report #20160459

**Description and Outcome:** This is one of ten (10) reports on this matter. See report #20160452 for details.

**Tags:** Harassment – Based on Ethnicity, National Origin, Race/Color

49. Report #20160460

**Description and Outcome:** This is one of ten (10) reports on this matter. See report #20160452 for details.

**Tags:** Harassment – Based on Ethnicity, National Origin, Race/Color

50. Report #20160461

**Description and Outcome:** This is one of ten (10) reports on this matter. See report #20160452 for details.

**Tags:** Harassment – Based on Ethnicity, National Origin, Race/Color

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### 51. Report #20160467

**Description:** On September 21, 2016, a student reported that other students were overheard laughing outside of the individual's room, before sliding chopsticks under the individual's door.

**Outcome:** A BART liaison followed up with the Residence Hall Director, who worked with the reporting student to devise an appropriate resolution. The student opted to send an email to the other students on the floor offering to have a discussion about the incident and its impacts, and advising that the RHD was also available to discuss the matter.

**Tags:** Harassment – Based on Race/Color

### 52. Report #20160469

**Description:** On September 22, 2016, an individual reported that they had been involved in a series of incidents with a faculty member that included insults and derogatory language and actions directed at the individual, culminating in a public altercation.

**Outcome:** The matter was referred to Workforce Policy and Labor Relations, who advised the individual of all options under Policy 6.4. The individual opted for an informal resolution that included working with the local HR representative to have a conversation with the faculty member, and to provide professional development for the faculty member and training for the department at-large.

**Tags:** Discrimination, Harassment, Verbal Attack – Based on Race/Color, Ethnicity, Sexual Orientation

### 53. Report #20160470

**Description:** On September 22, 2016, a staff member reported that they had been subject to mistreatment by a supervisor, including the discarding of personal items, being ignored by the supervisor, being publicly chastised by the supervisor, written reprimands, and a hostile environment.

**Outcome:** The matter was referred to Workforce Policy and Labor Relations, who provided the individual with all options under Policy 6.4. The employee ultimately decided to handle the matter through the employee grievance process, overseen by WPLR.

**Tags:** Harassment, Damage or Destruction of Property – Based on Age

### 54. Report #20160486

**Description:** This is one of two (2) reports on this matter. On September 24, 2016, a student reported that they had been the recipient of an anonymous email that calling them derogatory names aimed at their sexual orientation and making threats, while referencing their campus extracurricular activities.

**Outcome:** A BART liaison worked with the student to meet with staff in the Office of the Judicial Administrator and the Cornell Police to provide interim measures and to discuss actions that could be taken under university policy, the Campus Code, and criminally. The student was provided ongoing support and resources.

**Tags:** Harassment, Discrimination, Intimidation, Verbal Attack – Based on Sexual Orientation

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### 55. Report #20160495

**Description and Outcome:** This is one of ten (10) reports on this matter. See report #20160452 for details.

**Tags:** Harassment – Based on Ethnicity, National Origin, Race/Color

### 56. Report #20160522

**Description:** On September 26, 2016, a student reported that while participating in a Black Lives Matter march, an unknown individual yelled “F\*\*\* black people!” Not too long after, another unknown individual yelled, “F\*\*\* white people!”

**Outcome:** A BART liaison followed up with the reporting student to provide resources and to gather additional information. Since the individuals are unknown, no further action could be taken at this time.

**Tags:** Verbal Attack – Based on Race/Color, Ethnicity, National Origin

### 57. Report #20160523

**Description and Outcome:** This is one of two (2) reports on this matter. See report #20160486 for details.

**Tags:** Harassment, Discrimination, Intimidation, Verbal Attack – Based on Sexual Orientation

### 58. Report #20160540

**Description:** On September 27, 2016, a staff member reported that a transgender employee had been facing harassment by at least two employees in their workgroup. The employees had been intentionally using the wrong pronouns and names of the employee, and that the employee’s legal information had been posted in public places, such as schedules.

**Outcome:** A BART liaison followed up with the impacted employee to provide resources and options, along with the local HR representative. Additionally, the Department of Inclusion and Workforce Diversity, the LGBT Resource Center, the University Registrar, and Cornell Information Technologies launched a project to convert all systems across the university to display only preferred name in places where there is no explicit externally-facing business need for legal name. Additional workshops have been planned for the impacted individual’s unit.

**Tags:** Harassment, Discrimination – Based on Gender/GI/GE

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### 59. Report #20160541

**Description:** On September 27, 2016, a staff member reported that a newly hired student employee sent an email to the staff member resigning from the position due to another individual in the office telling the student that their attire was too tight and was drawing the attention of men. The staff member disclosed that there was a dress code that was not enforced with the student employees who were men, who came into the office wearing basketball shorts and other attire deemed inappropriate for the office environment.

**Outcome:** A BART liaison followed up with both the reporter and the impacted student to provide resources and discuss potential resolutions. The BART worked with the HR director in the unit to develop a gender-inclusive dress code for the office, and to have a discussion with the staff in the office about enforcement and specifically about the incident involving the student.

**Tags:** Discrimination – Based on Gender

### 60. Report #20160542

**Description:** On September, 19, 2016, a student sent an email to the Department of Inclusion and Workforce Diversity stating that during a fraternity ritual, a Native American headdress had been used. The student felt that it was inappropriate, but was not sure how to address the matter with the group and sought guidance.

**Outcome:** A BART liaison followed up with the reporter to discuss goals and desired outcomes. While meeting with the fraternity president about an unrelated matter, a BART liaison discussed the reported incident and provided guidance on how to modify the ritual, if in fact the report was true.

**Tags:** Harassment – Based on Ethnicity, Race/Color

### 61. Report #20160559

**Description:** On September 29, 2016 a faculty member reported that a number of students in a program had conveyed their concerns about a fellow student's behavior toward them on social media and in-person. The students provided a number of screenshots of threatening and derogatory language being used by the student. The students and faculty conveyed that they wanted guidance on having a conversation with the student, as they wanted the student to remain an engaged part of the program, but to be able to do so respectfully.

**Outcome:** A BART liaison met with the involved faculty members, a representative from Academic Human Resources, and a staff member from the Graduate School to discuss potential methods for having a conversation with the student. The faculty members were given guidance on resources that could be provided to the impacted students. The faculty members were also given guidance on how to convey to the student the importance of responsible social media use, and being able to form arguments and engage with their colleagues in the academic environment and in the future. The faculty members reported that they had the conversation with the student and that they were apologetic about their behavior and had not understood how it sounded to their peers. The faculty members are also working with others across campus to develop a professional development project for graduate students.

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

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

### 62. Report #20160560

**Description:** On September 30, 2016, Workforce Policy and Labor Relations reported that they had been advised of an incident that had occurred in which a temporary employee, employed through another agency, got into a physical altercation with another employee in the workplace. During the altercation, the temporary employee shouted racial epithets that the employee.

**Outcome:** CUPD was called to escort the temporary employee off-campus, and the individual was subsequently terminated. The assaulted employee was provided with options that could be taken through the police, and was also granted paid leave and other counseling resources.

**Tags:** Intimidation, Verbal Attack, Physical Attack – Based on Race/Color

### 63. Report #20160562

**Description:** On September 30, 2016, an individual reported to the Office of Workforce Policy and Labor Relations that they had been unfairly dismissed from an academic program, in part due to disability status.

**Outcome:** The matter was referred to Workforce Policy and Labor Relations to be handled through the proscribed grievance process.

**Tags:** Discrimination – Based on Disability

### 64. Report #20160573

**Description:** On October 1, 2016, an anonymous individual reported that they had been told that they were fortunate to be “one of the cool Jews and not super uptight” like other Jews.

**Outcome:** The report was reviewed by the BART and treated as an FYI, given that the report was anonymous and no contact information or desired outcome was listed. A BART liaison followed up with the RHD of the hall, who provided information to the community around climate in the dorm.

**Tags:** Verbal Attack – Based on Ethnicity, Religion/Creed

### 65. Report #20160606

**Description:** On October 5, 2016, a staff member reported that an unknown individual began leaving religious materials condemning LGBTQ people in the LGBT Resource Center.

**Outcome:** A BART liaison followed up with the impacted students and provided resources. The center also posted signage stating that literature must be approved by the professional staff in the center.

**Tags:** Harassment – Based on Sexual Orientation, Gender/GI/GE



## Bias Incident Summaries: July 1, 2016 – January 31, 2017

### 66. Report #20160626

**Description:** On October 9, 2016, a student reported that after disclosing their sexual orientation to their roommate, the roommate asked the individual to not speak to them with their “feminine, high-pitched” voice. The student reported additional tensions emerged, leaving them no longer comfortable being in the room.

**Outcome:** A BART liaison followed up with the reporter and the RHD to provide resources and to determine an appropriate step forward that met the goals of the reporter. The RHD facilitated a conversation between the roommates to resolve the matter.

**Tags:** Verbal Attack – Based on Sexual Orientation

### 67. Report #20160633

**Description:** On October 11, 2016, a staff member reported that after going through the disability accommodation process, they felt they had been limited in the positions that were made available to them, and sought an explanation of why skills listed on their resume were not considered in the job search process.

**Outcome:** The matter was referred to the local Human Resources representative and a supervisor to explain the process that had been used, the barriers presented by the employee’s previous job performance, options for applying for positions outside of the ADA process, and career resources available at the university. The employee found this satisfactory.

**Tags:** Discrimination – Based on Disability

### 68. Report #20160635

**Description:** On October 11, 2016, an individual reported that they felt they were being discriminated against due to their recently adopted puppy, which they had the intent of raising as a service animal, no longer being permitted into the classroom due to disruptive behavior.

**Outcome:** The matter was referred to Workforce Policy and Labor Relations and the ADA Coordinator Team, who determined that the puppy was not covered under neither a reasonable accommodation, nor the ADA or NY State law. The individual and the college opted to negotiate terms under which the puppy could be raised under conditions similar to the Guiding Eyes puppy trainers, and to also provide accommodations through Student Disability Services.

**Tags:** Discrimination – Based on Disability

### 69. Report #20160657

**Description:** On October 12, 2016, a staff member reported that university systems were displaying students’ and employees’ legal names instead of preferred names on grading rosters and systems, causing individuals to be outed as trans and made to feel unsafe.

**Outcome:** A BART liaison worked with the Department of Inclusion and Workforce Diversity, the LGBT Resource Center, the University Registrar, and Cornell Information Technologies to launch a project to convert all systems to use only preferred name for all inward-facing systems that do not have an explicit business use for legal name, to be initiated in January 2017.

**Tags:** Discrimination – Based on Gender/GI/GE

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

### 70. Report #20160659

**Description:** On October 12, 2016, a staff member reported that during a staff meeting, an individual made transphobic comments and stated that these individuals were not normal and that people “should not have to see these things.”

**Outcome:** A BART liaison from the LGBT Resource Center follow-up with the reporting individual to discuss the incident and educational efforts that could be done within the department.

**Tags:** Discrimination, Verbal Attack – Based on Gender/GI/GE

### 71. Report #20160662

**Description:** On October 13, 2016, an anonymous individual reported that while walking down Highland Rd with another friend, an unknown individual shouted racial epithets at them. Later in the evening, the friend returned to the suspected house and conveyed to the house manager what had occurred earlier, expressing that they were not sure if it came from that house, but wanted to alert them of the matter.

**Outcome:** A BART liaison followed up with the advisor to the house and the house manager to discuss the matter. The house manager conveyed that they had immediately had a house meeting where they discussed the incident as a community. The advisor also planned on providing an additional educational opportunity for the house around inclusion.

**Tags:** Verbal Attack – Based on Race/Color

### 72. Report #20160663

**Description:** On October 13, 2016, a staff member reported that a student had come in to seek assistance in dealing with a roommate off-campus who had been sending threatening and harassing messages, been verbally abusive, and had damaged the individual’s belongings by having a guest urinate on them.

**Outcome:** A BART liaison followed-up with the staff member to provide resources through the Office of the Judicial Administrator and Ithaca Police Department. The matter was referred to the Alert Team for appropriate intervention.

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

### 73. Report #20160710

**Description:** On October 17, 2016, a residential staff member reported that an individual’s door tag in a residence hall had been vandalized with the slurs and derogatory comments around sexual orientation and other comments of a sexual nature.

**Outcome:** A BART liaison followed-up with the RHD to provide support for the impacted student and the residential community. A report was also made to the Title IX Coordinator Team due to the nature of the comments written on the door tag.

**Tags:** Graffiti, Vandalism, Harassment – Based on Sexual Orientation

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

### 74. Report #20160724

**Description:** On October 19, 2016, a residential staff member reported that a student's door tag had been vandalized with derogatory comments and had a soiled tissue taped to it.

**Outcome:** A BART liaison followed up with the RHD, who provided the impacted student with resources and support. The student expressed that they did not wish to have the door tag replaced. The RHD also distributed a community-wide message to all residents about the behavior and expectations for the residence hall.

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

### 75. Report #20160733

**Description:** This is one of two (2) reports received on this matter. On October 20, 2016, a student reported that another student in their working group made derogatory comments about the individual's ethnicity and cultural attire.

**Outcome:** A BART liaison followed up with the reporters and provided information on some educational and support resources that were available. Additionally, the program was connected to the Intergroup Dialogue Program to schedule a workshop for the students in the program around having dialogues and difficult conversations about identity.

**Tags:** Verbal Attack – Based on Ethnicity, National Origin, Race/Color

### 76. Report #20160734

**Description and Outcome:** This is one of two (2) reports received on this matter. See report #20162033 for details.

**Tags:** Verbal Attack – Based on Ethnicity, National Origin, Race/Color

### 77. Report #20160766

**Description:** On October 24, 2016, a staff member reported that colleagues had been consistently misgendering them, using incorrect pronouns and calling them by the incorrect name, despite the individual's preferred name being displayed and all colleagues being made aware of the correct pronouns. The employee stated that they now feel unsafe, anxious, and now avoids colleagues.

**Outcome:** A BART liaison followed up with the reporting individual and agreed to offer a workshop to the unit on general climate, creating inclusive environments, and reporting issues that may arise in the workplace, so that the reporter would not be outed.

**Tags:** Harassment – Based on Gender/GI/GE

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

### 78. Report #20160767

**Description:** On October 24, 2016, an individual reported that the gender-inclusive restroom in Willard Straight Hall had been out of order and unusable for a month, and that there was no other gender-inclusive restroom within a reasonable distance.

**Outcome:** A BART liaison followed up with the reporter to provide resources, including the online map that was created to show where universal restrooms were located on campus. Facilities management was also alerted about the restroom. The Department of Inclusion and Workforce Diversity, the LGBT Resource Center, and Infrastructure, Properties and Planning also began to outline a project plan for furthering the universal restrooms project.

**Tags:** Discrimination – Based on Gender/GI/GE

### 79. Report #20160776

**Description:** On October 25, 2016, a staff member reported that their legal name had been appearing in a number of systems, despite a preferred name being entered causing the individual to be outed and other colleagues asking the individual to confirm their identity.

**Outcome:** A BART liaison worked with the Department of Inclusion and Workforce Diversity, the LGBT Resource Center, the University Registrar, and Cornell Information Technologies to launch a project to convert all systems to use only preferred name for all inward-facing systems that do not have an explicit business use for legal name, to be initiated in January 2017.

**Tags:** Harassment – Based on Gender/GI/GE

### 80. Report #20160815

**Description:** On October 31, 2016, a staff member reported that a staff member had reported being mistreated by a supervisor, including being called “a worthless person” and the supervisor pushing religious activities on the employee and calling the employee insubordinate when the employee asked to be excused from the activity due to religious reasons.

**Outcome:** A BART liaison followed up with the reporter to discuss next steps and options through Human Resources and Workforce Policy and Labor Relations. Human Resources staff then worked directly with the impacted office on interventions to address climate, per the individual’s desires.

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

### 81. Report #20160819

**Description:** On October 30, 2016, CUPD reported that an intoxicated student in Collegetown began to target an unknown individual with racial slurs while on the street. The unknown individual asked the individual to stop. The student continued to verbally attack the unknown individual, and the individual punched the student.

**Outcome:** The student was transported to the local hospital. A BART liaison also reached out to the student to follow-up on the matter. The student did not return contact. The unknown individual was not identified.

**Tags:** Verbal Attack, Harassment – Based on Race/Color

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

### 82. Report #20160859

**Description:** On November 3, 2016, a student reported that during a student organization meeting in which members of the student organization were walking and examining pictures on the building walls, two staff members began to follow them, but said nothing. After some time, the students spoke to the staff members to acknowledge their presence and the staff members told them that they were not supposed to be there.

**Outcome:** A BART liaison was assigned to reach out to the reporting student to gather additional information about the matter and to provide resources. The reporter did not respond.

**Tags:** Discrimination, Harassment – Based on Ethnicity, Race/Color

### 83. Report #20160870

**Description:** On November 4, 2016, a student reported that during a meeting, another student reported to their supervisor that they had felt singled out by their race during a discussion. The supervisor proceeded to defend the accused individual and justified the individual's behavior by referencing the reporting student's "stoic expression." The supervisor stated that "if it had happened to someone less socially just, I would call it a good learning experience."

**Outcome:** A BART liaison was assigned to reach out to the reporting student, as well as the individual who felt singled out because of their race. After discussions with the individuals, the BART liaison notified the supervisor's supervisor, who had a conversation with the accused.

**Tags:** Verbal Attack – Based on Ethnicity, Race/Color

### 84. Report #20160885

**Description:** On November 7, 2016, the Office of the Judicial Administrator reported that over the last year, an administrative unit had only been referring Asian students for disciplinary action.

**Outcome:** A BART liaison was assigned to work with the local Human Resources representative on the matter. The referral data over the previous academic years was examined, and it was determined that there was not a demonstrated pattern of referrals. HR agreed to continue to work with the unit to provide additional training and more consistent application of existing policies for referrals.

**Tags:** Discrimination – Based on Ethnicity, Race/Color, National Origin

### 85. Report #20160901

**Description:** On November 8, 2016, a residential staff member reported that a resident's door tag had been vandalized and had the words "ugly bitch" written on it. This was the fifth instance of door tag vandalism in the residence hall.

**Outcome:** A BART liaison reached out to the impacted student to provide resources and to gather additional information. The liaison worked with the RHD of the building to send a message to all residents advising that the behavior needed to cease, and that the Office of the Judicial Administrator as well as CUPD would become engaged if the behavior continued. Resident Advisors also held a floor meeting for the residents of the building to discuss the ongoing behavior.

**Tags:** Damage or Destruction of Property, Vandalism, Graffiti – Based on Other/No Status Indicated

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

### 86. Report #20160902

**Description:** On November 9, 2016, an anonymous individual reported that around 2am, individuals were running up and down the halls of a residence hall screaming “Trump!”

**Outcome:** The report was treated as informational, as the reporter was anonymous and no contact information was provided for follow-up. Resident Advisors also sent targeted messages to the residents of the building advising of respectful behavior.

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

### 87. Report #20160911

**Description:** On November 10, 2016, CUPD reported that a student walking down Libe Slope was grabbed and thrown to the ground by an unknown male who also yelled, “You racist bitch” to the student.

**Outcome:** A BART liaison reached out to the student to provide ongoing support and to outline options under Policy 6.4 and the Campus Code of Conduct. The individual has been connected with CUPD and was advised of available escort services. The student also met with the Judicial Administrator to discuss interim measures and accommodations. The suspect has not yet been identified.

**Tags:** Harassment, Physical Attack, Intimidation, Verbal Attack – Based on Race/Color

### 88. Report #20160912

**Description:** On November 10, 2016, a student reported receiving a harassing email from an unknown individual, calling the individual derogatory names and mentioned specific information about the student.

**Outcome:** A BART liaison met with the student to go over options and resources, including connecting the student with CUPD. The student declined to pursue the matter further, barring no emails in the future.

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

### 89. Report #20160913

**Description:** This is one of two (2) reports on this matter. On November 10, 2016, a student reported that they received an email from an unknown email account stating that, “It’s people like you who prove the truth that liberalism is a mental illness” and telling the student to “jump in a gorge.”

**Outcome:** A BART liaison provided support and offered resources to the reporter. The associated student organization also was given instructions on how to change their email settings to filter such messages and to no longer make their email address visible to non-Cornell parties. The student declined consultation with CUPD.

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

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

### 90. Report #20160914

**Description:** On November 10, 2016, a student reported that while participating in a safe space event for processing the results of the election, an unknown individual entered into the event circle and interrupted the participants, and wrote “Trump 2016” on a sign. The individual then ran away.

**Outcome:** A BART liaison provided support to the reporting student. The reporter did not wish for any additional actions.

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

### 91. Report #20160915

**Description:** On November 10, 2016, a residential staff member reported that a resident had texted the staff members to report that another resident had been harassing the individual due to the individual’s ethnicity since the election results.

**Outcome:** A BART liaison worked with the RHD of the building to identify the reporting student and to meet to provide resources and options under Policy 6.4 and the Campus Code of Conduct.

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

### 92. Report #20160916

**Description:** On November 10, 2016, a student reported that while in a public lounge space, two staff members attempted to remove the student. When the student refused, the staff members joined the student in the lounge and began to harass the student, despite the student asking to be left alone and declining to participate in the conversation. After some time, the staff members called CUPD on the student. The responding officers asked the student to leave.

**Outcome:** A BART liaison followed up with the student to provide resources and options under Policy 6.4, as well as other HR policies. The student was unable to meet and declined formal actions, but did request accommodations, which were provided, and an informal resolution with the involved employees. The BART liaison also followed up with the involved employees to clarify the use of the space and to discuss respectful treatment of those who enter into the public space. Additional signage was suggested to mark the space as a quiet space due to the proximity to staff workspaces. The employees’ supervisor was also notified of the matter.

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

### 93. Report #20160917

**Description and Outcome:** This is one of two (2) reports on this matter. For details, see report #20160913.

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

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

### 94. Report #20160923

**Description:** On November 11, 2016, an individual reported that a student had been writing comments on the individual's social media event page mocking the participants and insulting those who responded.

**Outcome:** A BART liaison was unable to follow up with the reporter. The BART liaison did reach out to the student making the comments to have an informal conversation about responsible social media usage and the impact of various posts on campus climate.

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

### 95. Report #20160933

**Description:** On November 11, 2016, an anonymous individual reported that a staff member began commenting on the posts of a student regarding a campus event around the election.

**Outcome:** A BART liaison was assigned to discuss with the employee's supervisor the way to have a conversation about responsible social media use, the impact of various posts of campus climate, and how to foster a culture of respect on campus.

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

### 96. Report #20160934

**Description:** On November 12, 2016, an anonymous individual reported that a fraternity distributed promotional materials for a party to women on campus with wording that made many feel that sexual violence was being encouraged.

**Outcome:** A BART liaison from OFSIL was assigned to meet with the leadership of the fraternity to discuss the incident and alternatives for promotion in the future. OFSIL is also working to develop an overall strategy for discussing similar incidents with the broader membership of the various fraternities and sororities on campus.

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

### 97. Report #20160965

**Description:** On November 14, 2016, a staff member reported that while in Collegetown at a party, a student began calling an African-American individual a series of racial epithets. The student was confronted by the individual and another student. The tension escalated and the argument spilled outside involving additional individuals. It is unknown if a physical altercation followed.

**Outcome:** A BART liaison followed up with the staff member and the student who reported the incident to the staff member to get additional details and to identify the student using the slurs. Once identified, another BART liaison was assigned to have a conversation with the advisor of the student using the slurs, regarding resources and the violation of the Code of Conduct.

**Tags:** Harassment, Verbal Attack, Intimidation – Based on Race/Color



## Bias Incident Summaries: July 1, 2016 – January 31, 2017

### 98. Report #20160976

**Description:** On November 14, 2016, a staff member reported that a student conveyed that they were followed while in Collegetown by a white man in an SUV with three or four other individuals inside. The man began asking the student if they voted for Donald Trump and that the student probably did not vote because they were a person of color. The man continued to follow the student until the student was able to hide in a crowd and contact the police.

**Outcome:** A BART liaison from CUPD was assigned to follow-up with the Ithaca Police Department on the matter. Another BART liaison connected the student to CUPD and the Office of the Judicial Administrator to discuss interim measures and accommodations, and to offer escort services to the student.

**Tags:** Harassment, Intimidation, Verbal Attack – Based on Ethnicity, Race/Color

### 99. Report #20160977

**Description:** This is one of two (2) reports on this matter. On November 14, 2016, a student reported that over the course of the semester, a project team member has consistently ignored the individual, refused to share information, yelled at the student publicly calling them stupid.

**Outcome:** The student was spoken to by a BART liaison who offered support and resources. The student requested that no formal action be taken at this time due to the close of the semester, but did request that some educational opportunities be extended to the students in the department to address the behavior. The student was also connected to faculty in the department to receive ongoing support and guidance from within the department.

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

### 100. Report #20160979

**Description:** On November 14, 2016, a student reported that one of their roommates had been harassing and verbally attacking the individual and another roommate for the duration of the semester. The student reported being constantly told to “shut the fuck up” and received threats including, “If I put poison in one of your candies, you can be dead” and that the student should be terrified of sleeping in the room with the accused student.

**Outcome:** A BART liaison from Residential and New Student Programs connected with the RHD and the involved students. The reporting students were moved to a different room. The accused student was advised of the behavior and put on notice that they would be referred to CUPD or the Office of the Judicial Administrator.

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

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

101. Report #20160984

**Description:** On November 15, 2016, a staff member reported that another staff member had berated a student who requested the day off after the election, and chastised the student for having what the staff member labeled as the wrong political beliefs. Other student staff members also reported other incidents that they felt created a hostile environment.

**Outcome:** A BART liaison met with the employee's supervisors and the local HR representative to discuss the best way for the supervisors to have a conversation with the staff member about respect in the workplace, and to discuss expectations for the position. The supervisors also agreed to try to find additional educational opportunities for the staff, including student staff, around respect in the workplace. The local HR representative would continue to provide support for the supervisors.

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

102. Report #20160985

**Description and Outcome:** This is one of two (2) reports on this matter. See report #20160977 for details.

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

103. Report #20160993

**Description:** On November 15, 2016, a student reported that while attending a guest-in-residence dinner conversation, the featured guest dismissed the student, speaking in a condescending manner, insulting the student's hair color, and insulting the student's research and career goals. The guest declined to answer any of this particular student's questions.

**Outcome:** A BART liaison from Residential and New Student Programs connected with the House Assistant Dean of the building, who had already been advised of the matter by multiple students who attended the event. The HAD worked with the sponsoring academic department to communicate expectations for participating in the series to the guest. The HAD will also work with the students and house staff to make some changes to the recommendation process for guests-in-residence.

**Tags:** Discrimination – Based on Age, Gender/GI/GE

104. Report #20160995

**Description:** On November 16, 2016, an alumnus reported that an individual claiming to be a Cornell student began posting a series of racist and sexist comments and hate speech on the a number of individual's social media profiles.

**Outcome:** A BART liaison followed up with CIT to verify the accused individual's affiliation with the university. It was determined that the individual was in no way affiliated with the university and that the profile was fake. The BART liaison followed up with the reporting alumnus to advise of how to report the profile and the behavior directly to the social media website. The profile was subsequently deleted.

**Tags:** Harassment, Verbal Attack – Based on Gender/GI/GE, Race/Color

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

### 105. Report #20161004

**Description:** On November 16, 2016, a staff member reported that they were the target of ongoing harassment and vandalism, including being referred to as “colored” in the workplace, having their backpack and personal belongings damaged, and their vehicle vandalized.

**Outcome:** A BART liaison from Workforce Policy and Labor Relations connected with the staff member, the employee’s supervisor, and the local HR representative to investigate the matter. The staff member was provided with options under Policy 6.4 and HR policy. The staff member was also connected to CUPD to make a police report of the ongoing conduct. The employee was provided ongoing support and resources to address the matter.

**Tags:** Harassment, Intimidation, Retaliation, Damage or Destruction of Property, Vandalism – Based on Race/Color

### 106. Report #20161005

**Description:** On November 16, 2016, a residential staff member reported that a student’s door tag that had “#maga” and “drain the swamp” written on it was taken off the student’s door, crumpled, and phallic symbols were drawn on the student’s door.

**Outcome:** A BART liaison connected with the House Assistant Dean of the building to provide resources to the student. The HAD also crafted a community-wide message to the residents that advised of the inappropriate behavior and resources for reporting and resolving matters if they continued to occur.

**Tags:** Vandalism, Graffiti – Based on Other/No Status Indicated

### 107. Report #20161010

**Description:** On November 17, 2016, a student reported that while attending a meeting and giving input on a topic, the chair of the committee, whose laptop was projecting to the committee, began typing text messages to others in the room that included statements like, “this kid is so annoying, I am going to shoot [them].” The student left the room after seeing the messages being displayed.

**Outcome:** A BART liaison met with the impacted student to go over resources and options for a resolution, including ensuring that the student did not feel an immediate threat to their person. The student expressed a desire to have a facilitated conversation with the individual regarding the matter and how they would agree to work together for the remainder of the year and not maintain a social relationship. The student was also given guidance on how to craft messaging to request that communication outside of the scope of business cease. The BART liaison also met with the student organization leadership on communicating expectations to the membership.

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

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

108. Report #20161014

**Description:** On November 18, 2016, an anonymous individual reported that while responding to a welfare check for an attempted suicide, CUPD officers acted inappropriately by searching the student's room and transporting the student.

**Outcome:** No information was available to contact the reporter. The incident was reviewed with CUPD and it was determined that CUPD did follow the appropriate protocol for responding to a student threatening harm to themselves.

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

109. Report #20161024

**Description:** On November 19, 2016, an anonymous individual reported that a Weill Cornell Medicine custodian was verbally abused staff in the building, calling many of the women "fat" and taking dirty trash out of trash containers and putting it on people's desks.

**Outcome:** A BART liaison from Workforce Policy and Labor Relations reached out to the HR director at WCM to address the matter. The staff member was identified and appropriate action was taken in accordance to HR policy.

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

110. Report #20161049

**Description:** On November 21, 2016, a faculty member reported that a student had requested to take an exam after the holiday break. After being pressed for a rationale for the request, the student's parent became involved, sending a series of intimidating emails to the faculty member and copying senior administrators.

**Outcome:** A BART liaison from Workforce Policy and Labor Relations provided care and concern outreach to the faculty member and alerted the appropriate senior administrator of the matter to follow-up with the parent about the emails, and the college's policy for rescheduling an exam.

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

111. Report #20161050

**Description:** On November 21, 2016 an anonymous individual reported that a social media account supporting Trump was lifting photos of Cornell students from their profiles and writing harassing messages to the individuals and posting them on the social media account.

**Outcome:** A BART liaison reached out to the impacted students to advise of options for resolution and resources that were available from the university. The BART liaison also provided information on how to report matters directly to the social media website should the students feel threatened or harassed.

**Tags:** Discrimination, Harassment, Verbal Attack, Intimidation – Based on Race/Color, Sexual Orientation

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

112. Report #20161076

**Description:** On November 22, 2016, a student reported that a swastika had been drawn in the snow outside of a residence hall.

**Outcome:** The snow melted and the symbol was no longer visible. A BART liaison from Cornell United Religious Work reached out to the student to provide support and touched base with the RHD of the residence hall to advise of the matter.

**Tags:** Graffiti – Based on Ethnicity, Race/Color, Religion/Creed

113. Report #20161089

**Description:** On November 29, 2016, a student reported that while attending a class lecture, a faculty member began making statements and jokes that “Blacks tip less than whites” and that blacks “have lower education and income” and that “blacks do not tip enough because they don’t have the knowledge.” The faculty member joked that they had consulted Black Entertainment Television (BET) and other minority organizations.

**Outcome:** A BART liaison connected with a staff member in the college to reach out directly to the student to learn more of the student’s experience and to inform next steps in follow up that would be appropriate. The staff member also advised of efforts already being planned for faculty on creating inclusive classroom environments.

**Tags:** Verbal Attack – Based on Ethnicity, Race/Color

114. Report #20161090

**Description:** On November 30, 2016, an anonymous individual reported that they felt that the undergraduate shared governance group and the university was alienating conservative students by participating in efforts to become a sanctuary campus for undocumented students.

**Outcome:** No information was provided for follow-up contact. The report was treated as informational and no action was taken.

**Tags:** Discrimination – Based on National Origin

115. Report #20161105

**Description:** This is one of two (2) reports received on this matter. On November 30, 2016, an anonymous individual reported that while attending an event featuring Rick Santorum, a number of hecklers used derogatory comments toward presenter including, “shame” and “fuck you.”

**Outcome:** No information was provided for follow-up with the reporter. CUPD was present at the event to ensure that all participants were safe, consistent with the Campus Code of Conduct. The BART discussed follow-up messaging to the community around being respectful of different beliefs and reminding the community of the Campus Code of Conduct. A prior message was sent to all students by the Vice President of Student and Campus Life.

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

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

116. Report #20161106

**Description and Outcome:** This is one of two (2) reports received on this matter. See report #20161105 for details.

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

117. Report #20161107

**Description:** On December 2, 2016, an anonymous individual reported that undergraduate Student Assembly participated in the “Standing Rock Penny War” without consulting the student body, leaving conservative students feeling unwelcome.

**Outcome:** A BART member forwarded the matter to the Office of the Assemblies and encouraged the Office to consult with the leadership of the SA about the manner in which they represent student body and how to use their communications to solicit feedback and participation in events and initiatives.

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

118. Report #20161108

**Description:** On December 1, 2016, Cornell Police reported that a student had been experiencing ongoing harassment and aggressive behavior from a former friend, including constant yelling in public, derogatory language, and a physical altercation.

**Outcome:** Given the severity of the matter, the case was forwarded to the Alert Team and the Office of the Judicial Administrator.

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

119. Report #20161139

**Description:** On December 5, 2016, a staff member reported that while attending a staff meeting in a dining hall, an unknown individual began verbally attacking the staff member by shouting a series of profanity-laced insults and telling the reporter to “go back where you came from.”

**Outcome:** Cornell Police was alerted about the incident. A BART member from Workforce Policy and Labor Relations met with the reporter to provide resources and to go over options if the individual is identified or returns to the location.

**Tags:** Harassment, Intimidation, Verbal Attack – Based on Ethnicity, Race/Color

120. Report #20161151

**Description:** On December 6, 2016 a staff member reported that a student had forwarded an account of an incident that occurred at an off-campus party. An intoxicated individual arrived at the party and began calling people derogatory names and physically assaulted at least one unknown attendee.

**Outcome:** The assailant was identified and suspended indefinitely from one of their primary activities. The matter was forwarded to the Office of the Judicial Administrator for resolution under the Campus Code of Conduct.

**Tags:** Physical Attack, Verbal Attack – Based on Sexual Orientation

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

121. Report #20161154

**Description:** On December 6, 2016, a student reported receiving a series of harassing emails from an unknown individual threatening physical harm and making derogatory statements about the student's sexual orientation.

**Outcome:** A BART member reached out to the reporter and provided resources to protect the student and discussed options for resolution should the sender be identified. Cornell Police was also notified about the matter.

**Tags:** Harassment – Based on Sexual Orientation

122. Report #20161184

**Description:** This is one of two (2) reports on this matter. On December 9, 2016, Cornell Police reported that while responding to a separate incident involving the same students, a student reported that another student had been posting "diss songs" about the student online. While in a lounge in a residence hall, the student who had been posting the songs began taunting the other student, getting in the other student's face and threatening physical violence.

**Outcome:** A BART member followed up with the Residence Hall Director to ensure that all of the students in the lounge had been contacted and supported. The respondent was relocated to another residence hall. The matter was referred to the Office of the Judicial Administrator to manage the investigation under the Campus Code of Conduct.

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

123. Report #20161187

**Description:** On December 9, 2016, a student reported that over the course of the semester, a group member had continuously made jokes at the expense of the reporter, targeting their religion and ethnicity, in addition to other derogatory remarks.

**Outcome:** A BART member met with the reporter to provide resources and to discuss goals and desired outcomes for resolving the matter. The BART member is working with faculty in the department and staff in the college to facilitate an educational session for the students in the department at the beginning of the Spring 2017 term.

**Tags:** Verbal Attack – Based on Disability, Ethnicity, Gender/GI/GE, Religion/Creed

124. Report #20161188

**Description and Outcome:** This is one of two (2) reports on this matter. See report #20161184 for details.

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

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

### 125. Report #20161211

**Description:** On December 13, 2016, a staff member reported that while attending a private event on-campus with other staff and students, another staff member who was intoxicated shouted a series of derogatory comments at other attendees.

**Outcome:** A BART member had a conversation with the involved staff member to discuss the behavior and its impact on the people around and the department. After the conversation with the respondent, there was no desire to move forward with additional actions. The local HR person was also notified of the matter.

**Tags:** Verbal Attack – Based on Gender/GI/GE, Sexual Orientation

### 126. Report #20161212

**Description:** On December 13, 2016, an anonymous individual reported that staff in the Department of Inclusion and Workforce Diversity had purposefully not responded to previous reports where conservative individuals were the targets of biased behavior. The individual further alleged that the Department characterized the reports in a biased manner and purposefully excluded some reports from the monthly updates that were posted online.

**Outcome:** The BART discussed the importance of continuing to emphasize the points made by the vice president of Student and Campus Life in a post-election message to students, particularly about respecting all perspectives and ensuring that all members of the community feel welcomed and supported. The BART sent a formal recommendation to senior leadership to consider distributing welcome back messages at the beginning of the spring semester that emphasized the values of the institution and the commitment to open dialogue and respect for others. The BART also discussed additional ways to communicate outcomes, particularly when reports are anonymous and provide no method for targeted follow-up. The BART also determined that the reports that had not been included in the November summaries were reported at the beginning of December, and have subsequently been included in the December summaries.

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

### 127. Report #20161224

**Description:** On December 15, 2016, a teaching assistant reported that a student had submitted a final paper that argued for the unfair treatment of Black people, including the introduction of diseases to the population.

**Outcome:** The Department of Inclusion and Workforce Diversity advised the teaching assistant that the content of the paper is protected by academic freedom and that the student must be evaluated based on the rubric set forth in the course. The TA was instructed to have the professor of the course grade the final paper.

**Tags:** Verbal Attack – Based on Race/Color



## Bias Incident Summaries: July 1, 2016 – January 31, 2017

128. Report #20161228

**Description:** On December 15, 2016, a staff member reported that during an advising meeting with a student, another staff member made inappropriate and insensitive comments about the student's involvement in an unrelated case.

**Outcome:** A BART member provided resources to the student and discussed goals and a desired outcome for the student. A staff member was identified to have a conversation with the staff member and provide guidance on effective advising and the appropriateness of some comments.

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

129. Report #20161259

**Description:** This is one of eight (8) reports on this matter. On December 24, 2016, a number of individuals reported an incident that occurred on social media. A Cornell student using a social media app connected with non-Cornell students on the app and directed a racial epithet to the group of students. The non-Cornell student posted about the incident online. Individuals associated with Cornell student sent hateful messages to the non-Cornell student who posted the incident, while others asked the individual to remove the post. The non-Cornell student's post was removed by one of the social media platforms, causing many others on social media to repost the deleted post.

**Outcome:** A BART member contacted the college of the non-Cornell student to discuss how to offer support and resources to the impacted students. A BART member reached out to the non-Cornell student to discuss the incident and to discuss options for resolving the matter. Staff in the Office of Fraternities, Sororities, and Independent Living also maintained contact with the national organization for the Cornell student's Greek chapter, as well as with leadership of the local chapter. The BART is continuing to plan responses to the matter that are both specific to the involved individuals and responsive to the sentiments of the broader campus community. This matter is ongoing and will be updated further in the January 2017 incident summaries.

**Tags:** Verbal Attack – Based on Race/Color

130. Report #20161260

**Description and Outcome:** This is one of eight (8) reports on this matter. See report #20161259 for details.

**Tags:** Verbal Attack – Based on Race/Color

131. Report #20161261

**Description and Outcome:** This is one of eight (8) reports on this matter. See report #20161259 for details.

**Tags:** Verbal Attack – Based on Race/Color

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

132. Report #20161262

**Description and Outcome:** This is one of eight (8) reports on this matter. See report #20161259 for details.

**Tags:** Verbal Attack – Based on Race/Color

133. Report #20161263

**Description and Outcome:** This is one of eight (8) reports on this matter. See report #20161259 for details.

**Tags:** Verbal Attack – Based on Race/Color

134. Report #20161264

**Description and Outcome:** This is one of eight (8) reports on this matter. See report #20161259 for details.

**Tags:** Verbal Attack – Based on Race/Color

135. Report #20161265

**Description:** On December 26, 2016, a faculty member reported that an individual unaffiliated with the university sent a harassing email to the faculty member.

**Outcome:** A BART member reached out to the reporter and connected the individual to Cornell Police to go over options should the behavior continue or escalate. At this time, no criminal activity has occurred.

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

136. Report #20161267

**Description:** This is one of two (2) reports on this matter. On December 23, 2016, a staff member reported that a student studying abroad had reported ongoing discrimination by a faculty member employed through a third-party study abroad program, including ongoing verbal attacks and unfair evaluations.

**Outcome:** A BART member reached out to the impacted student to provide support resources and to discuss options for resolving the matter. The BART will work with the Cornell Abroad Office and the College to address the matter with the other institution.

**Tags:** Discrimination – Based on National Origin

137. Report #20161268

**Description and Outcome:** This is one of eight (8) reports on this matter. See report #20161259 for details.

**Tags:** Verbal Attack – Based on Race/Color

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

138. Report #20161269

**Description and Outcome:** This is one of eight (8) reports on this matter. See report #20161259 for details.

**Tags:** Verbal Attack – Based on Race/Color

139. Report #20161271

**Description:** On January 4, 2017 an anonymous staff member reported that they had been receiving harassing and threatening emails from a student who had previously received services from the staff member.

**Outcome:** The reporter was anonymous and did not provide any contact information. The reporter did, however, indicate that they had already been in touch with CUPD about that matter. CUPD initiated an investigation per the wishes of the reporter.

**Tags:** Harassment – Based on Gender/GI/GE

140. Report #20161279

**Description:** On January 13, 2017, a student reported that over the course of a few years, the student as well as other students had been routinely mistreated by employees at an on-campus service facility due to their national origin. Allegations included being denied service, extreme unfriendliness, being yelled at publicly, and intentional misbilling.

**Outcome:** A member of the BART provided outreach and resources to the reporter to discuss resources and options for resolving the matter. A formal investigation was initiated under Policy 6.4.

**Tags:** Discrimination – Ethnicity, National Origin, Race/Color

141. Report #20161360

**Description and Outcome:** This is one of two (2) reports on this matter. See report #20161267 for details.

**Tags:** Discrimination – Based on National Origin

142. Report #20161365

**Description:** On January 27, 2017 a student reported that while in the lounge of a residence hall, they were subjected to verbal attacks based on the individual's ethnicity, including being told that they were "conquered" and that they should leave the country.

**Outcome:** A BART member reached out to the Residence Hall Director to coordinate efforts to address the matter between the residents. The RHD had a discussion with all residents to emphasize community expectations. A BART member also had a conversation with the accused student to discuss the impact of the statements on the residential community and how one could express opinions in a debate without disparaging the individuals involved.

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

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

143. Report #20161367

**Description:** On January 27, 2017, a student reported that while walking back to their dorm, they had been followed by a group of individuals who shouted disparaging comments and racial epithets at the student and their friend.

**Outcome:** Two BART members reached out to the student at different times to provide support and offer resources. There has been no response from the student to date.

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

144. Report #20161373

**Description:** On January 27, 2017, a student reported that during the sorority rush process, a participant made disparaging comments about some of the other participants.

**Outcome:** A BART member reached out to the reporter and referred the matter to the Office of Fraternities, Sororities, and Independent Living.

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

145. Report #20161376

**Description:** On January 27, 2017, an anonymous individual reported that while attending a recruitment event, members of a sorority were surrounded and had disparaging comments directed at them by members of another sorority.

**Outcome:** The BART referred the matter to the Office of Fraternities, Sororities, and Independent Living who facilitated a meeting between the leadership of the two involved organizations.

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

146. Report #20161377

**Description:** On January 27, 2017, a faculty member reported that a swastika had been painted inside an academic building.

**Outcome:** A BART member reached out to the reporter and connected the individuals with CUPD, who is investigating the matter.

**Tags:** Damage/Destruction of Property, Graffiti, Vandalism – Based on Other/No Status Indicated

147. Report #20161389

**Description:** This is one of six (6) reports on this matter. On January 29, 2017, a group of students separately reported receiving harassing and threatening emails messages from an unidentified individual. The emails contained derogatory language and threats of bodily harm.

**Outcome:** A BART member and CUPD connected with the involved students. CUPD initiated an investigation and identified the individual, who was referred to a formal disciplinary process. All of the students involved were provided resources and options for resolution.

**Tags:** Harassment, Intimidation – Based on Race/Color, Sexual Orientation

## Bias Incident Summaries: July 1, 2016 – January 31, 2017

148. Report #20161390

**Description and Outcome:** This is one of six (6) reports on this matter. See report #20161389 for details.

**Tags:** Harassment, Intimidation – Based on Race/Color, Sexual Orientation

149. Report #20161391

**Description and Outcome:** This is one of six (6) reports on this matter. See report #20161389 for details.

**Tags:** Harassment, Intimidation – Based on Race/Color, Sexual Orientation

150. Report #20161392

**Description and Outcome:** This is one of six (6) reports on this matter. See report #20161389 for details.

**Tags:** Harassment, Intimidation – Based on Race/Color, Sexual Orientation

151. Report #20161393

**Description and Outcome:** This is one of six (6) reports on this matter. See report #20161389 for details.

**Tags:** Harassment, Intimidation – Based on Race/Color, Sexual Orientation

152. Report #20161394

**Description and Outcome:** This is one of six (6) reports on this matter. See report #20161389 for details.

**Tags:** Harassment, Intimidation – Based on Race/Color, Sexual Orientation

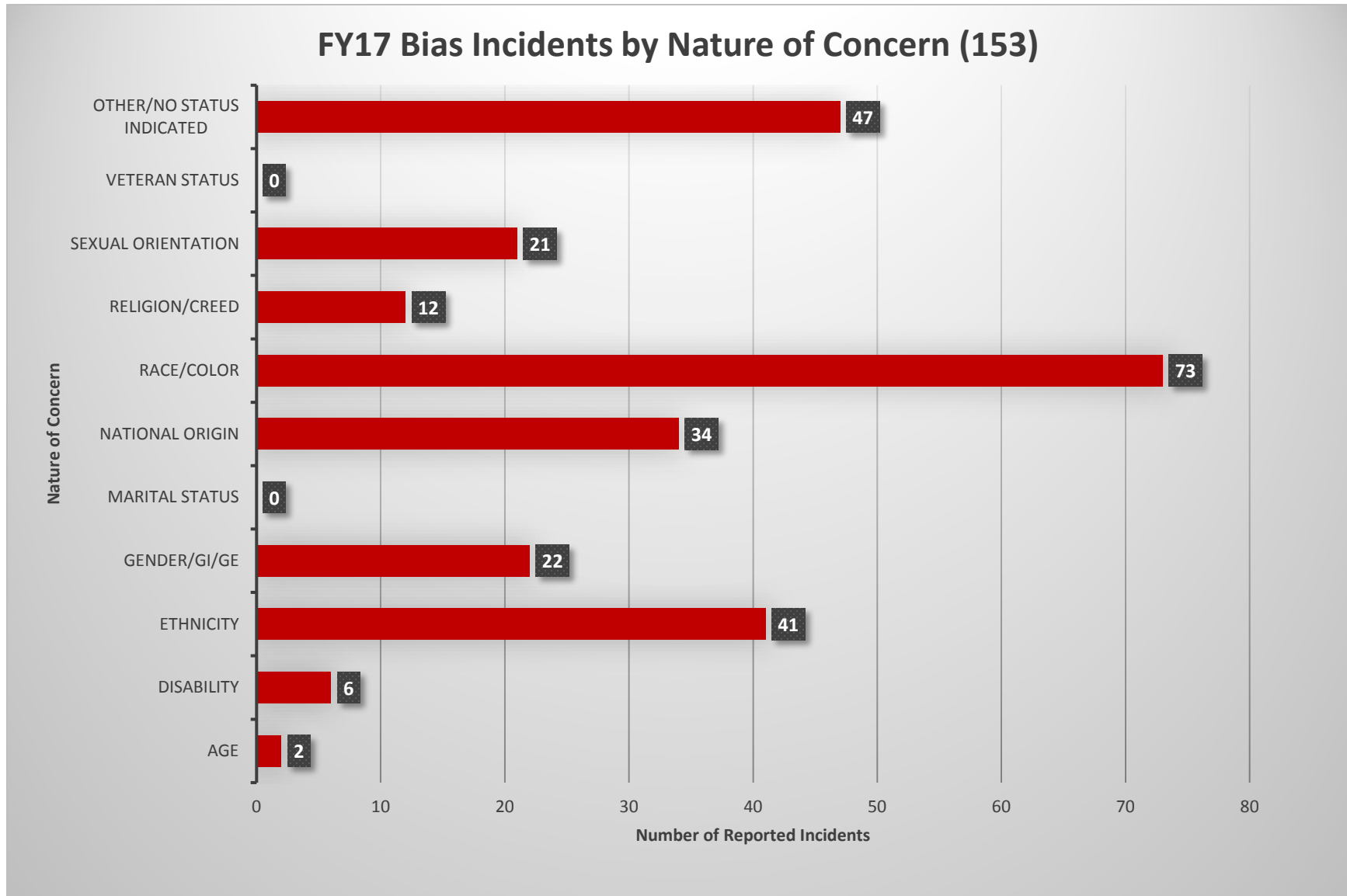
153. Report #20161424

**Description:** On January 31, 2017, a student employee reported that they were denied a job promotion due to their disability status.

**Outcome:** A BART member connected the student to Workforce Policy & Labor Relations and the local HR representative in the division to discuss options for resolution. The student employee was guided to the specified grievance process.

**Tags:** Discrimination – Based on Disability

## Bias Incident Summaries: July 1, 2016 – January 31, 2017



## Bias Incident Summaries: July 1, 2016 – January 31, 2017

