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
Bias Incident Summaries: July 1 - 31, 2016

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

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
Bias Incident Summaries: July 1 - 31, 2016

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

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
Bias Incident Summaries: July 1 - 31, 2016

FY17 Bias Incidents by Nature of Concern (13)

- OTHER/NO STATUS INDICATED: 5
- VETERAN STATUS: 0
- SEXUAL ORIENTATION: 2
- RELIGION/CREED: 5
- RACE/COLOR: 1
- NATIONAL ORIGIN: 3
- MARITAL STATUS: 0
- GENDER/GI/GE: 0
- ETHNICITY: 0
- DISABILITY: 0
- AGE: 0

Number of Reported Incidents

UPDATED JULY 2016
Bias Incident Summaries: July 1 - 31, 2016

FY17 Bias Incidents by Location (13)

- ONLINE/SOCIAL MEDIA: 6
- ON CAMPUS: 6
- OFF CAMPUS: 1
- WORKPLACE: 1
- ACADEMIC SETTING: 0
- RESIDENTIAL PROGRAM/HOUSE SYSTEM: 5
- FRATERNITY OR SORORITY: 0
- CO-OP: 0
- BUILDING WHERE INDIVIDUAL LIVES: 5

Number of Reported Incidents

UPDATED JULY 2016