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
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
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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
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

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

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

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
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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

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

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
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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

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

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

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.
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

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

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

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

62. Report #20160560
**Description:** On September 30, 2016, Workforce Policy and Labor Relations reported that they had
Bias Incident Summaries: July 1 - October 31, 2016

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

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.
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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

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
Bias Incident Summaries: July 1 - October 31, 2016

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

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 #201602033 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

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.
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**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 - October 31, 2016

FY17 Bias Incidents by Nature of Concern (81)

- Other/No Status Indicated: 12
- Veteran Status: 0
- Sexual Orientation: 11
- Religion/Creed: 10
- Race/COLOR: 38
- National Origin: 23
- Marital Status: 0
- Gender/GI/GE: 15
- Ethnicity: 26
- Disability: 4
- Age: 1

Number of Reported Incidents