

## **Human Relations**

### *Affirmative Action and Equal Employment Opportunity*

Cornell University is firm in its commitment to affirmative action and equal employment opportunity, and the office designated by the provost, and the Office of Workforce Diversity and Inclusion in the Office of Human Resources, have the responsibility of ensuring that qualified persons are recruited, hired, trained and promoted in all job titles without regard to race, color, creed, religion, national or ethnic origin, sex, sexual orientation, age, disability or veteran status. Implementation of this policy requires the cooperation of the entire university community.

The university is committed to diversity and nondiscrimination and supports the full employment of qualified individuals with disabilities in its workforce in accordance with state and federal laws and regulations, including the Americans with Disabilities Acts of 1990 (ADA), Section 504 of the Rehabilitation Act of 1973, and the New York State Human Rights Law.

To ensure equality of access for employees with disabilities, reasonable accommodations, including auxiliary aids, should be provided to enable employees to perform the essential functions of their jobs and participate in all university programs and activities.

This Disability Accommodation Process Policy (which can be accessed at [https://www.dfa.cornell.edu/sites/default/files/vol6\\_13.pdf](https://www.dfa.cornell.edu/sites/default/files/vol6_13.pdf)) applies to all academic and non-academic university employees, including full-time regular, part-time regular, bargaining-unit, and temporary employees.

### *Equal Educational and Employment Opportunity*

The university statement of policy on equality of educational and employment opportunity, as approved by the Board of Trustees on May 26, 1990 is as follows:

It is the policy of Cornell University actively to support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, sexual orientation, age, or disability. The university is committed to the maintenance of affirmative action programs, which will assure the continuation of such equality of opportunity.

Fulfillment of the specific legal requirements is no substitute for, and does not detract from, the basic principle of freedom of opportunity and action which has characterized Cornell University since its founding. Association with Cornell, either as a student or staff member, involves participation in a free community where all persons are recognized and

rewarded on the basis of individual performance rather than any personal convictions, appearance, preferences (including sexual or affectional orientation), or happenstance of birth.

Concerns regarding equal employment or education, including sexual harassment, can be addressed through the University's policy,

[http://www.dfa.cornell.edu/cms/treasurer/policyoffice/policies/volumes/humanresources/upload/vol6\\_4.pdf](http://www.dfa.cornell.edu/cms/treasurer/policyoffice/policies/volumes/humanresources/upload/vol6_4.pdf).

*Open Doors, Open Hearts, and Open Minds: Cornell's Statement on Diversity and Inclusiveness*

During the 1999-2000 academic year, the Faculty Senate (December 8, 1999), the Employee Assembly and University Assembly (December 1, 1999), the Student Assembly (December 3, 1999), the Graduate and Professional Student Assembly (January 24, 2000), and the Board of Trustees (January 29, 2000), all endorsed the following Statement on Diversity and Inclusiveness:

#### **Open Doors**

"I would found an institution where any person can find instruction in any study." This statement, made by Ezra Cornell in 1865, proclaims Cornell University's enduring commitment to inclusion and opportunity which is rooted in the shared democratic values envisioned by its founders. We honor this legacy of diversity and inclusion and welcome all individuals, including those from groups that have been historically marginalized and previously excluded from equal access to opportunity.

#### **Open Hearts**

Cornell's mission is to foster personal discovery and growth, nurture scholarship and creativity across a broad range of common knowledge and affirm the value to individuals and society of the cultivation of the human mind and spirit. Our legacy is reflected in the diverse composition of our community, the breadth of our curriculum, the strength of our public service, and the depth of our commitment to freedom, equity, and reason. Each member of the Cornell community has a responsibility to honor this legacy and to support a more diverse and inclusive campus in which to work, study, teach, research, and serve.

#### **Open Minds**

Free expression is essential to this mission, and provocative ideas lawfully presented are an expected result. An enlightened academic community, however, connects freedom with responsibility. Cornell stands for civil discourse, reasoned thought, sustained discussion and constructive engagement without degrading, abusing, harassing, or silencing others. Cornell is committed to act responsibly and forthrightly to maintain an environment that opens doors, opens hearts and opens minds.