

SUMMARY OF CHANGES TO FACULTY PROCEDURES UNDER POLICY 6.4

- Procedures apply to complaints against Cornell employees related to prohibited bias, discrimination, harassment and sexual misconduct
- Follows the 2016 revision of Policy 6.4 governing such complaints against students
- Like that effort, the revised procedures seek to advance several key goals:
 - bring Cornell's procedures in line with contemporary federal and state requirements
 - enhance the procedural protections afforded to both parties
 - provide a single, uniform set of procedures for all Cornell employees, while at the same time maintaining some separate provisions for faculty when directly pertinent to their academic role
 - improve the basic clarity and completeness of procedures, primarily by drawing on the key successful features of the 2016 student procedures

Provision	Current Procedures	Proposed Procedures
Applies to:	Faculty (separate procedures for staff)	Combined general procedures for all employees (faculty and staff) with specific procedures where relevant to faculty role
Definitions-Sexual and Related Misconduct	Outdated definitions of prohibited conduct in the Title IX/ NY 129-b areas	Adopted current or required definitions from student procedures
Definition-other forms of Prohibited Discrimination	Covers other forms of prohibited discrimination (gender, age, disability, veteran status, etc.)	No change
Academic Freedom for Faculty	Provides for review of academic freedom issues only as form of appeal after finding of responsibility	Provides for up-front review when complaint under Policy 6.4 is submitted; determination by faculty panel that matter is protected by academic freedom cannot be appealed; uses definition of academic freedom adopted by University Faculty
Statute of Limitations	6 months	2 years
Right to Support and Advisors	Either party can have a support	No change

Provision	Current Procedures	Proposed Procedures
Investigation	No specific provision for exchange of information collected during investigation; practice of providing supporting information with final report	Adopted procedures from student procedures; complete transparency of information collected; opportunity to review during course of investigation and propose questions and topics for investigation; appendix provided before report written
Reviewer (Dean)	Final report provided to Dean with recommended finding	Final report and complete appendix provided to Dean with recommended finding
Opportunity to Comment	Parties have opportunity to comment on final report before Dean issues decision.	No change.
Right of Appeal of Dean's Decision	The Dean's decision may be appealed to Provost	The Dean's decision may be appealed to faculty panel who have received training on prohibited conduct under Policy 6.4
Additional Appeal of Sanction under University procedures	Faculty may challenge a sanction issued in the process under college and University procedures	No change.