CORNELL'S POLICY
6.4 & PROCEDURES
ADDRESSING ALLEGED
SEXUAL OR RELATED MISCONDUCT

STUDENT HEARING PROCESS

PROCESS "A"
Title IX Cases and Non-Title IX Cases with potential for suspension or dismissal
PREVIOUSLY:
used party-submitted written cross-examination
NOW:
will use advisor-conducted live oral cross-examination

PROCESS "B"
Non-Title IX Cases and Cases without potential for suspension or dismissal
WILL CONTINUE TO:
use party-submitted written cross-examination

EMPLOYEE HEARING PROCESS
Title IX Cases
Will use Process "A,", advisor-conducted live oral cross-examination

Non-Title IX Cases
Will use Prohibited Discrimination Process, not requiring a hearing

REPORTING
Designated Reporters
Fewer employees are now required to report to Title IX Coordinator by a duty to consult

Confidential Resources
Are increasing to include professional staff in LGBT Resource Center, Women’s Resource Center, and Director of Cornell United Religious Work

CONTINUING POLICY FEATURES
- Continues to apply to sexual misconduct occurring off-campus, in fraternities and sororities, in study abroad, and online.
- Preponderance of evidence (i.e., “more likely than not”) standard continues to apply.
- Supportive measures (such as No Contact Orders, academic support, housing changes) may still be obtained with or without participating in a formal investigation/adjudication.
- Parties and witnesses may appear at hearings virtually.

O F F I C E O F I N S T I T U T I O N A L E Q U I T Y A N D T I T L E I X
T I T L E I X . C O R N E L L . E D U
Diversity and inclusion are a part of Cornell University’s heritage. We are an equal opportunity and affirmative action employer and educator, valuing AA/EEO, Protected Veterans, and Individuals with Disabilities. We also recognize a lawful preference in employment practices for Native Americans living on or near Indian reservations.