The Office of Institutional Equity and Title IX (OIETIX) promotes and ensures equal opportunity and access to enable all members of the Cornell community to succeed and thrive. Through Cornell University Policy 6.4, "Prohibited Bias, Discrimination, Harassment, and Sexual and Related Misconduct," and the applicable procedures, the University provides means to address bias, discrimination, harassment, and sexual and related misconduct. See the list of prohibited conduct below.

Cornell University specifically defines a bias incident as action taken that one could reasonably and prudently conclude is motivated, in whole or part, by the alleged offender’s bias against an actual or perceived aspect of diversity, including religion. After determining that there was a bias incident, OIETIX then offers to conduct educational and accountability conversations with the alleged offender.

A bias incident is not a form of prohibited conduct, and as such, does not result in sanctions.

**Prohibited Conduct**
- Aiding Prohibited Conduct
- Attempting to Commit Prohibited Conduct
- Dating and Domestic Violence
- Prohibited Discrimination
- Protected Status Harassment, including Sexual Harassment and Sex/Gender-Based Harassment
- Retaliation
- Sexual Assault
- Sexual Exploitation
- Sexual Harassment and Sex/Gender-Based Harassment
- Sexual Misconduct (which includes Non-Title IX Dating and Domestic Violence, Sexual Assault, Stalking, and Sexual Exploitation)
- Stalking
- Violating a Supportive Measure and/or Temporary Suspension

For definitions, please refer to Policy 6.4, "Prohibited Bias, Discrimination, Harassment, and Sexual and Related Misconduct" and the accompanying Procedures available at titleix.cornell.edu.

**What to do if someone tells you they have experienced prohibited conduct:**

1. Listen and thank them for sharing. Assure them that Cornell is a caring community and that you want to assist them in identifying all of their options for support and reporting.
2. If the individual’s safety is an immediate concern, call 911 or contact the Cornell University Policy at 607.255.1111.
3. Provide them with the information and resources listed below. This information also is available at share.cornell.edu and titleix.cornell.edu.
4. Report the incident to OIEITX in accordance with Policy 6.4.
5. If you have any questions about the process, contact OIEITX at titleix@cornell.edu (for sexual harassment or other sexual misconduct) or equity@cornell.edu (for other protected-status harassment, prohibited discrimination or bias), and/or visit titleix.cornell.edu.

Who must report?

The university has identified certain offices and employee positions as Designated Reporters under Policy 6.4. Designated Reporters are required to report information about student sexual assault, sexual exploitation, dating and domestic violence and stalking. See the List of Cornell Designated Reporters at titleix.cornell.edu/reporting/staff-and-faculty-duty-to-consult/. Also see the Designated Reporter FAQs.

The Designated Mandatory Reporters for Weill Cornell Medicine can be found at page 13 in Weill Policy 206.

Managers and supervisors also must report and respond to workplace sexual harassment. Some employees may have reporting obligations under other policies or state or federal laws.

Everyone is encouraged to report any information related to Prohibited Conduct.

Why do I need to report?

- To ensure the individual has access to all available resources
- To enhance campus safety
- To comply with Title IX and other legal requirements

How to report:

- Submit an incident report online at biasconcerns.cornell.edu
- Email OIEITX at titleix@cornell.edu
- Call OIEITX at 607.255.2242

In case of an emergency, contact:
Cornell University Police Department (CUPD) at 607.255.1111 (24/7)

What to say:

- There are many resources available to you, both on and off campus, some of which are strictly confidential.
- If the incident is being reported with the individual’s name, let them know that an OIEITX staff member will be contacting them, typically by email, to provide them with information about their rights and options for support and reporting.
- Assure the individual that OIEITX’s primary goal is to assist them with information. Further assure them that they will not have to share their experience or participate in a process in order to receive support from the University.

What should the individual impacted by the prohibited conduct know?

- Students should be made aware of the New York State Student Bill of Rights.
- Individuals have the right to choose who to speak to, what resources to use, and what information to share.
• It is their choice whether to name the other person(s) involved.
• When Policy 6.4 Designated Reporters (certain offices and employee positions identified by the university) become aware of an alleged incident of sexual harassment (which includes sexual assault, dating violence, domestic violence, and stalking) or other misconduct under Policy 6.4, that involves a student as either the complainant or respondent, they are always obligated to report information they have to OIETIX. Managers and supervisors are always required to report incidents of potential workplace sexual harassment.
• All Cornell offices and employees, including OIETIX, will maintain their privacy to the greatest extent possible.
• The University prohibits retaliation.

What is the prohibition against retaliation?

You have a right to be protected by the university from retaliation for reporting an incident or participating in any investigation or proceeding. Retaliation is Prohibited Conduct.

Retaliation is adverse action taken against an individual with the purpose of interfering with an individual's rights under these procedures, including for making a good faith report of prohibited conduct, for participating in an investigation, proceeding, or hearing, or for refusing to participate in an investigation, proceeding, or hearing under these procedures. Retaliation may include intimidation, threats, coercion, discrimination, or adverse employment or educational actions. Retaliation may be found even when an underlying report made in good faith was not substantiated. Retaliation may be committed by the respondent, the complainant, or any other individual or group of individuals. Retaliation does not include good faith actions pursued in response to a report of prohibited conduct.

What does it mean to be a “confidential resource”?

The university offers a number of confidential resources for individuals who are looking for support, or an opportunity to consider next steps, who need care or who may be unsure about whether to report incidents to the university or police. Conversations with the university’s “confidential resources” are kept strictly confidential and, except in rare circumstances, will not be shared (including to faculty, coaches, parents, etc.) without explicit permission.

Cornell Health, Faculty & Staff Assistance Program (FSAP), and the Office of Spirituality and Meaning-Making will not share with the university’s Title IX Coordinator or any other university officials any information disclosed to them in the course of providing medical and/or mental health services or pastoral counseling. These conversations may also be legally privileged in the event of a court proceeding.

The victim advocates, the professional staff of the Women’s Resource Center (WRC) and of the LGBT Resource Center, and the ombudsman will not convey any personally identifiable information to OIETIX or any other university officials; however, they may share with OIETIX de-identified statistical or other information regarding prohibited conduct under this policy.

The Tompkins County Advocacy Center is independent of Cornell and has no duty to consult with the university.
Confidential Resources:

The Cornell Victim Advocates*
Phone: 607.255.1212
Email: victimadvocate@cornell.edu
Website: https://health.cornell.edu/services/victim-advocacy

Cornell Health (medical and mental health providers, students only)
Phone: 607.255.5155
Email: cornellhealth@cornell.edu
Website: health.cornell.edu

The Faculty and Staff Assistance Program (FSAP) (mental health providers, faculty and staff only)
Phone: 607.255.2673
Email: fsap@cornell.edu
Website: fsap.cornell.edu

Office of Spirituality and Meaning Making (pastoral counseling)
Phone: 607.255.6002
Email: curw@cornell.edu
Website: https://scl.cornell.edu/identity-resources/office-spirituality-and-meaning-making

The Director of the Women’s Resource Center (WRC)
Phone: 607.255.0015
Email: wrc@cornell.edu
Website: https://scl.cornell.edu/identity-resources/womens-resource-center

The Director of the LGBT Resource Center
Phone: 607.255.4406
Email: lgbtrc@cornell.edu
Website: https://scl.cornell.edu/identity-resources/lgbt-resource-center

The University Ombudsman
Phone: 607.255.4321
Email: ombudsman@cornell.edu
Website: ombudsman.cornell.edu

The Advocacy Center of Tompkins County*
Phone: 24/7 hotline 607.277.5000
Email: info@theadvocacycenter.org
Website: http://www.actompkins.org

(*The resources with an asterisk are available to complainants only.)
Additional New York City-Based Resources

- **Crime Victims Treatment Center**
  Phone: 212.523.4728
  Website: [https://www.cvtcnyc.org/](https://www.cvtcnyc.org/)

- **Cornell Tech Safety and Security**
  Phone: 646.971.3611
  Email: support@tech.cornell.edu
  Website: [https://security.tech.cornell.edu/](https://security.tech.cornell.edu/)

- **Mount Sinai West Hospital**
  Phone: 212.523.4000
  Website: [https://www.mountsinai.org/locations/west/visit/locations-and-directions](https://www.mountsinai.org/locations/west/visit/locations-and-directions)
  Physical Address: 58th & 10th Avenue

- **Safe Horizon**
  Phone: 212.227.3000
  Website: [https://www.safehorizon.org/](https://www.safehorizon.org/)

- **New York Presbyterian Hospital/Weill Cornell Medical Center**
  Phone: NYPH ER: 212.746.5026
  NYPH VIP (Victim Intervention Program): 212.746.9414
  Website: [https://www.nyp.org/locations/newyork-presbyterian-weill-cornell-medical-center](https://www.nyp.org/locations/newyork-presbyterian-weill-cornell-medical-center)
  Physical Address: 525 East 68th Street

- **Weill Cornell Medicine Campus Security**
  Phone: 212.746.0911

(These above resources are available to individuals in New York City, who also can use many of the Ithaca-based resources.)

Additional Information

- Policy 6.4 Prohibited Bias, Discrimination, Harassment, and Sexual and Related Misconduct: [policy.cornell.edu/6.4](http://policy.cornell.edu/6.4)
- Sexual Harassment & Assault – Response & Education: [SHARE.cornell.edu](http://SHARE.cornell.edu)
- Student Disability Services: 607.254.4545, sds_cu@cornell.edu, sds.cornell.edu
- International Services Office of Global Learning: 607.255.5243, international@cornell.edu, international.globallearning.cornell.edu
- NYS Bar Association Lawyer Referral & Information Service: 800.342.3661