

Revised University Policy 6.4, Prohibited Discrimination, Protected Status
(Including Sexual) Harassment and Bias Activity
<http://www.dfa.cornell.edu/dfa/treasurer/policyoffice/policies/volumes/humanresources/prohibited.cfm>

Scope and Purpose: To provide an internal university procedure for faculty, staff, and students for complaints of prohibited discrimination (including in athletics under Title IX) and protected status harassment (including sexual harassment) committed by other faculty or staff¹; and, for reports of bias activity by unknown perpetrators.² This policy applies to all units of the university; the Weill Cornell Medical College in New York City administers its own procedures.

Principle: This policy prohibits all members of the university community from engaging in acts of prohibited discrimination and protected status harassment, and sets forth the university's expectation that all of its members will refrain from bias activity. Members of the university community who have relevant information must cooperate with investigations of such misconduct, maintain the confidentiality of the proceedings and refrain from filing complaints in bad faith or from retaliating against any individual involved as a party or a witness in the proceedings.

Procedures: Separate procedures apply to handling complaints related to prohibited discrimination and protected status harassment, and those related to bias activity. Determination of which procedures apply depends on whether the accused is unknown, or, if known, whether the accused is a faculty member, staff member, student employee, or a student.

Accused is Known Cornell Faculty, Staff, or Student Employee: Complainant files complaint with the Office of Workforce Policy and Labor Relations which will mediate or investigate complaint under procedures set forth in policy³ and report findings of discrimination or harassment to appropriate dean or equivalent unit head (e.g., Vice Provosts, Vice President) for discipline. Appeals of findings are governed by applicable faculty or staff mechanism.

Note: Alleged Title IX violations are investigated under a special mediation and complaint resolution procedure. See Policy 6.4, Appendix A.

Accused is Known Cornell Student (Excluding Student Employees):
Apply the Campus Code of Conduct through the Judicial Administrator.

Accused is Not Known: Apply procedures for bias activity under the Bias Response Program.

¹ Complaints against individuals not part of the Cornell community are not covered under this policy, but should be directed to the complainant's supervisor, local HR representative, or Workforce Policy and Labor Relations. Generally, the Office of the Judicial Administrator investigates and resolves complaints against students. Policy 6.4 does apply to student-workers in their employment activities.

² See <http://www.cornell.edu/diversity/biasresponse.cfm> for addressing bias incidents under the Bias Response Program. If the alleged respondent comes to be identified as a member of the university community, Policy 6.4 procedures relating to prohibited discrimination and protected status harassment may apply.

³ The policy establishes a faculty co-investigator to investigate claims with Workforce Policy and Labor Relations against faculty members where claims arise out of academic supervisory roles, or raise issues of academic freedom.