



Cornell University

Bias Response Program

“Not in Our City, Not on Our Campuses,
Not in Our Community”

In November of 2000, Cornell developed a university-wide system for addressing bias activity. The goal of the **bias response protocol** is to respond to bias activity by advising the university community of the occurrence of bias incidents and crimes, providing support related resources to individuals who have experienced bias activity, and developing programs that will help to prevent or eliminate bias activity.

Bias is:

- **An act of bigotry, harassment, or intimidation** that occurs on the Cornell campus or within an area that impacts the Cornell community
- An action is directed at a member or a group because of **actual or perceived aspect of diversity**, such as age, color, creed, disability, ethnicity, gender, gender identity or expression, marital status, national origin, race, religion, sexual orientation, or veteran status

What to do when you experience, witness or are impacted by bias:

If you are the victim of a crime:

IMMEDIATELY contact the Cornell University Police Department (255-1111), and, if appropriate, other local police agencies, so that the matter can be addressed and support services made available. Physical harassment and/or assault is a crime.

If you are a victim of bias / discrimination:

- Immediately contact a member of the university's **Bias Reporting Team**, found at <<http://www.cornell.edu/diversity/biasresponse.cfm>> under “your bias reporting team member,” or contact:
 - **The Office of Workforce Diversity, Equity and Life Quality**; 255-3976; e-mail <equalopportunity@cornell.edu>.
 - **The Judicial Administrator**; 255-4680.
 - **The Office of the University Ombudsman**; 255-4321.
- Request a list of offices that can provide support and guidance to those who have experienced or been impacted by bias activity. This list may also be obtained on-line at <<http://www.cornell.edu/diversity/counselsupport.cfm>>
- For a list of bias incidents and crimes that have occurred and the latest activity related to them visit: <<http://www.ohr.cornell.edu/hr/hrManage/diversity/biasReportUpdate.html>>

Still Unsure?

If you have been a witness to a bias incident affecting others, or if you are aware of bias that is not directed towards a specific individual (i.e., flyering, graffiti), please report your concern to the Office of Workforce Diversity, Equity and Life Quality at 255-3976, or e-mail <equalopportunity@cornell.edu>.

