



Cornell University

FY18 REPORTING BIAS SYSTEM ANNUAL REPORT

Summary of Activity July 1, 2017 – June 30, 2018

Executive Summary

Commitment to Inclusion

A diverse community includes everyone and is the foundation for the meaningful exploration and exchange of ideas. Since its founding, Cornell University has encouraged a culture that provides for the full participation of all members of our campus community—this keeps us at the leading edge in education and in our fields and practices. Cornell University is a place where intercultural skills are developed and enacted among diverse campus constituencies, with community partners, and within the classroom and workplace.

The University remains committed to implementing strategies and systems to appropriately address bias on campus. Throughout the fiscal year, the Department of Inclusion and Workforce Diversity engages those involved in the bias reporting process—including the Bias Assessment and Review Team (BART) members and the constituent assemblies—to gather feedback, to propose structural and procedural changes to the Reporting Bias System, and to make recommendations on programs, policies, and ongoing educational interventions.

FY18 Snapshot

FY18 refers to the period of time from July 1, 2017 through June 30, 2018. In response to the recommendations of the Presidential Task Force on Campus Climate, we conducted a thoughtful and thorough review of the processes, definitions, terminology, and categorizations used in our approach to handling bias incident reports. As a result of this internal review, we have made extensive revisions to our process and we continue to refine and improve the reporting function. Accordingly, FY18 and FY19 are transition years. This year's report, therefore, contains slightly different information and we are unable to conduct year to year comparisons as was done in previous reports. As we complete the transition to clarified and more streamlined bias classification and reporting procedure, future reports will contain more detailed, specific, and accurate data, and a more precise means of tracking trends in bias reporting over time.

During FY18, 186 reports of bias, discrimination, and/or harassment were reported. Of these, 178 were unique incidents. Although it is not possible to make any direct numerical comparisons with FY17 data, the 111 unique incidents reported during the first half of FY17 suggest the total number of incidents in FY18 may have been comparable to, or slightly lower than in FY17. Consistent with past years, the most frequently reported basis of bias was race/color with 78 reported incidents¹. The second most frequently reported basis of bias was ethnicity, with 66 reported incidents. Thirty-one of the reports received in FY18 were based on religion or creed. Other frequently reported categories included gender/gender identity/expression (27) and national origin (25). The basis of bias was

¹ Each unique incident may include one or more factors as the basis of bias.

reported to be “general climate” in 32 incidents, with more than two thirds of these incidents being reported by staff.

Seventy-nine unique incidents involved students; ninety-nine involved staff. Seventy-four reported incidents occurred on campus; 12 took place off campus; and 1 took place at Cornell Tech on the Roosevelt Island campus. Seventeen reported incidents took place via phone, email, or social media. Eleven incidents were reported as taking place at multiple locations, and an additional 7 were reported to have occurred outdoors, with no distinction being made as to whether they took place on or off campus. The location of the remaining 56 incidents is unknown².

The greatest number of incidents reported were categorized as discrimination (99 incidents), followed by verbal attack (76 incidents), bias motivated speech (69 incidents), and harassment (51 incidents)³. The greatest number of incidents by basis of bias was discrimination based on race/color (26 incidents), followed by verbal attack based on race/color (21 incidences); bias motivated speech based on race/color (21 incidences), discrimination based on ethnicity (21 incidences), verbal attack based on ethnicity (18 incidences), and bias motivated speech based on ethnicity (17 incidences).

Reporting Bias, Discrimination & Harassment

What is Tracked and Why?

The Department of Inclusion and Workforce Diversity is responsible for collecting and tracking all reported bias activity occurring at Cornell University that could potentially impact our commitment to diversity and inclusion, including all reports made by faculty, staff, students, and visitors to the Ithaca, Geneva, Weill Cornell Medicine, and Cornell Tech campuses to DIWD and the Bias Assessment and Review Team (BART).

Under Cornell’s specific definition, a bias incident is action taken that one could reasonably and prudently conclude is motivated, in whole or in part, by the alleged offender’s bias against an actual or perceived aspect of diversity, including, but not limited to age, ancestry or ethnicity, color, creed, disability, gender, gender identity or expression, height, immigration or citizenship status, marital status, race, religion, religious practice, sexual orientation, socioeconomic status, or weight. Cornell utilizes its Reporting Bias System to track and address – on a case by case basis and depending on the unique information provided by a reporter – bias incidents in which the involved persons are known, unknown, or may not be readily identifiable.

² The location for 48 incidents were incorrectly recorded as “bias” (19 times); “discrimination and/or harassment” (21 times); “workplace climate concerns” (7 times); and “hazing” (1 time). Six incidents were recorded with a location of “other,” and two were recorded as “location unknown.”

³ The category was entered by the reporter at the time the report was submitted and may not align with the Cornell specific definitions of bias, discrimination and harassment as stated in Policy 6.4.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires universities to annually disclose crime statistics, including bias-related hate crimes. This information can be found in the Annual Security Report: <https://www.cupolice.cornell.edu/>

The Cornell Office of the Title IX Coordinator compiles data on reports of sexual misconduct, including sexual assault, sexual harassment, dating violence, domestic violence, and stalking. The Office publishes an annual statistical summary, which are anonymized consistent with applicable privacy provisions. This summary and other information is available at <http://titleix.cornell.edu/statistics/> and [is not broken down in this report.](#)

Reporting an Incident

Reporting bias and the resulting efforts to understand and prevent bias activity are a matter of taking part in a caring community. Anyone who directly witnesses or experiences bias activity on the Cornell campus or in an area that impacts the Cornell community should intervene in the moment as appropriate (e.g., contact Cornell Police at 911, if a crime is in progress, or interrupt the behavior in as much as the observer feels skilled and safe), and be sure to also report the incident as soon as possible.

To report an incident, individuals can use one of the following methods:

- By submitting an incident report online at <https://www.biasconcerns.cornell.edu/>
- By contacting the Department of Inclusion & Workforce Diversity at (607) 255-3976
- By consulting with a Discrimination & Harassment Advisor <https://www.hr.cornell.edu/diversity/reporting/>
- By contacting the Cornell University Police Department (CUPD) at (607) 255-1111 or 911 for emergency assistance.

Please note that all activity reported may not rise to the level of a bias-related hate crime, a violation of Policy 6.4 or other actionable event. Reports are reviewed and referred to the most appropriate office for follow up. The University does, however, take appropriate steps that are available given the nature and content of the information provided to address reports received, including, when able and appropriate, anonymous reports.

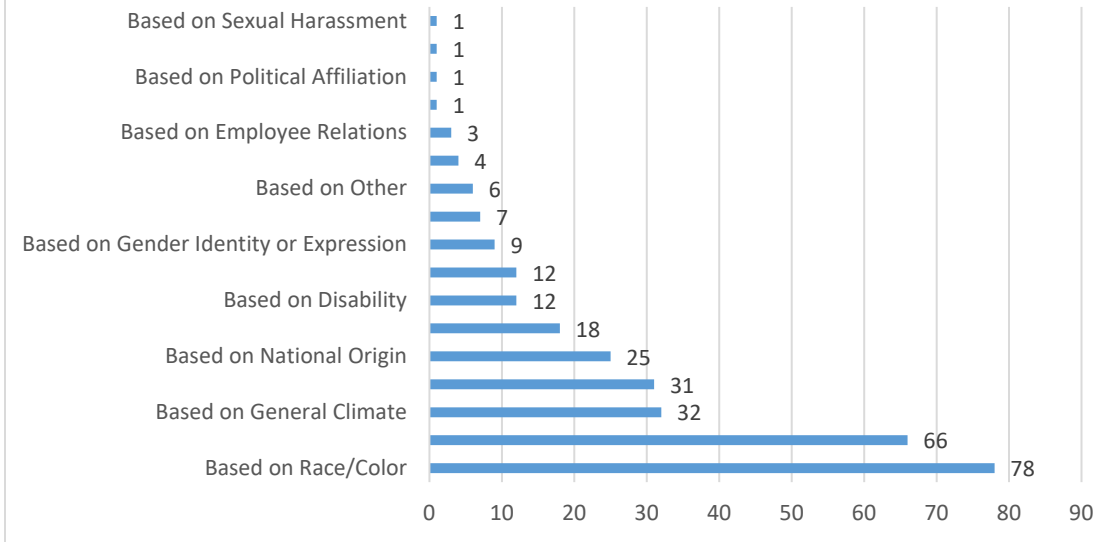
[At times, cases that include components of bias but may also violate the Code of Conduct or are incidents of sexual misconduct are documented as bias incidents and referred to the appropriate office for adjudication.](#)

Bias Assessment & Review Team (BART)

To facilitate the assessment of bias incidents, reported incidents involving only students are routed to the Bias Assessment & Review Team (BART)—the coordinating hub of a network of existing bias liaisons

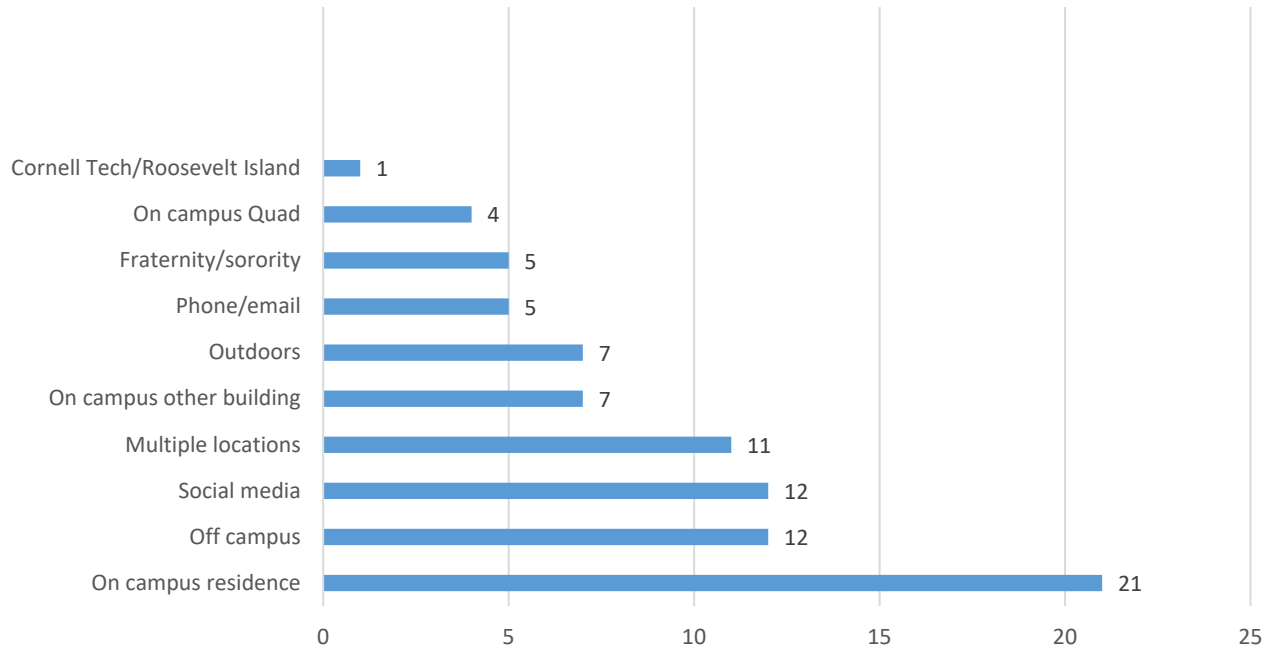
from across the university. The BART may refer reports to the appropriate university unit—such as Cornell University Police Department, Title IX, the Judicial Administrator, or a campus partner who may be more appropriate to address the matter.

FY18 Reported Bias Incidents by Basis of Bias



Basis of Bias	Number of Incidents
Based on Race/Color	78
Based on Ethnicity	66
Based on General Climate	32
Based on Religion/Creed	31
Based on National Origin	25
Based on Gender	18
Based on Disability	12
Based on Sexual Orientation	12
Based on Gender Identity or Expression	9
Based on Retaliation	7
Based on Other	6
Based on Age	4
Based on Employee Relations	3
Based on Marital Status/Family Status	1
Based on Political Affiliation	1
Based on Pregnancy or Family Responsibilities	1
Based on Sexual Harassment	1

FY18 Reported Bias Incidents by Location



Location of Bias Incident	Number of Incidents
Location unknown	56
On campus academic building	37
On campus residence	21
Off campus	12
Social media	12
Multiple locations	11
On campus other building	7
Outdoors	7
Phone/email	5
Fraternity/sorority	5
On campus Quad	4
Cornell Tech/Roosevelt Island Campus	1

Detail for FY18 Bias Incident by Basis of Bias

Basis of Bias	Number of Incidents	Employee	Student	Number of Incidents that made it to BART Review
Based on Age	4	4	0	0
Based on Disability	12	10	2	1
Based on Employee Relations	3	3	0	0
Based on Ethnicity	66	25	41	21
Based on Gender	18	8	10	3
Based on Gender Identity or Expression	9	3	6	0
Based on General Climate	32	22	10	7
Based on Marital Status/Family Status	1	1	0	0
Based on National Origin	25	11	14	6
Based on Other	6	6	0	0
Based on Political Affiliation	1	0	1	0
Based on Pregnancy or Family Responsibilities	1	1	0	0
Based on Race/Color	78	37	41	19
Based on Religion/Creed	31	9	22	13
Based on Retaliation	7	2	5	4
Based on Sexual Harassment	1	0	1	0
Based on Sexual Orientation	12	5	7	3

Detail for FY18 Bias Incident by Type of Bias

Type of Bias	Based on Age	Based on Disability	Based on Employee Relations	Based on Ethnicity	Based on Gender	Based on Gender Identity or Expression	Based on General Climate	Based on Marital Status/ Family Status	Based on National Origin	Based on Other	Based on Political Affiliation	Based on Pregnancy or Family Responsibilities	Based on Race/ Color	Based on Religion/ Creed	Based on Re-taliation	Based on Sexual Harassment	Based on Sexual Orientation
Bias Motivated Conduct		1		6	1								5	2			1
Bias Motivated Expression				8			1		2				5	8	2		
Bias Motivated Speech				17	7	1	5		7				21	7	1		3
Damage or Destruction of Property				2	1	1	1						4	1	1		1
Discrimination	2	6		21	5	2	9		10	1			26	11	1		5
Discrimination Title VII														1			
Disruptive in Classroom					1	1	1										1
Graffiti				1			1						2	3			
Harassment	1	1	1	13	1		3	1	8			1	15	2	1		3
Inappropriate Employee Behavior		1	2	2		1	5			2	1		3				1
Inappropriate/ Derogatory Behavior				1									1				
Intimidation	1	1		9		1	5		5	2			14	1	2		
Non Bias Incident		1		3	1		1		1				3	1	1	1	1
Other Employee Concern		1	1			1	3						4				1
Physical Attack													2				
Retaliation	1				1	1	1								1		
Stalking				1									1				
Theft														1			
Unfair Treatment				1			1		1				1				
Use of Slur/ Epithet		1		6	1	1			3				7	2	1		1
Vandalism				1	1		1							1	1		1
Verbal Attack	2	1		18	4	3	8		10	2			21	3	2		2

For questions or additional information, contact us:

Department of Inclusion & Workforce Diversity

150 Day Hall
(607) 255-3976

<https://diversity.cornell.edu/department-inclusion-and-workforce-diversity>

<https://www.diversity.cornell.edu>

Division of Human Resources

<https://www.hr.cornell.edu>