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**Cornell University**

# Bias Tracking at Cornell – Faculty/Staff
### Flowchart

Top of chart begins with "Submit Incident Report"

1. Option of two boxes: "Bias" or "Policy 6.4 violation" (protected status discrimination, harassment, sexual and related misconduct)
2. If "Policy 6.4 violation", then "Refer to Office of Institutional Equity and Title IX"
3. If "Bias", the "refer to the Department of Inclusion and Workforce Diversity (DIWD)"
4. Then "anonymous report?"
   a. If "Yes" to "Anonymous Report", then "Response/Action taken as necessary", then "Resolved?"
      i. If "Yes" to "resolved?", then "Close case", then "Data included in annual report"
      ii. If "No" to "Resolved?", then "Take additional action as necessary", "resolved?", then "Close case" , then "Data included in annual report"
   b. If "no" to "Anonymous report", them "DIWD meet with reporter", then "Involve appropriate parties as needed", then "Resolved?"
      i. If "Yes" to "Resolved?", then "Close case" , then "Data included in annual report"
      ii. If "No" to "Resolved?", then "Take additional action as necessary", "Resolved?", then "Close case" , then "Data included in annual report"