



Bias Tracking at Cornell – Faculty/Staff

Flowchart

Top of chart begins with “Submit Incident Report”, “Refer to Office of Institutional Equity and Title IX (OIETIX).”

The flow chart moves through three sections. The first being “Assign”, then “Review and Action,” lastly, “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 Policy 6.4 Procedures with Definitions webpage <https://bit.ly/2QSiil4>”
3. If “Bias”, then answer is it an “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”, then “OIETIX 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 “Involve appropriate parties as needed”, “Resolved?”, then “Close case” , then “Data included in annual report”