# Cornell University

# FY21 REPORTING BIAS SYSTEM ANNUAL REPORT

Summary of Activity July 1, 2020 – June 30, 2021

# 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 past year, the Department of Inclusion and Belonging engaged 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.[1]

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. Bias activity within the purview of this system does not constitute discrimination or harassment as those terms are defined in Policy 6.4. Cornell utilizes its Reporting Bias System to track and address – on a case-by-case basis depending on the unique information provided by a reporter – bias incidents in which the persons are known, unknown, or may not be readily identifiable.

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[1] In past years, and throughout most of FY21, The Department of Inclusion and Workforce Diversity (DIWD) oversaw Cornell's bias reporting process. During FY21, the Department of Inclusion and Workforce Diversity was renamed the Department of Inclusion and Belonging (DIB) with a focus centered on strategic planning and initiatives at the local and institutional level, and oversight of the bias reporting process transitioned to the Office of Institutional Equity and Title IX. The FY21 Reporting Bias System Annual Report is being issued jointly by the Department of Inclusion and Belonging and the Office of Institutional Equity and Title IX.

## FY21 Snapshot

FY21 refers to the period of time from July 1, 2020 through June 30, 2021. During FY21, we continued to follow reporting procedures developed in FY18 in response to the recommendations of the Presidential Task Force on Campus Climate. Data captured since FY19 is more detailed, specific, and uniformly categorized than data from prior years. Although this limits the ways in which we can compare findings with data captured prior to FY19, our three year comparison data is robust, and moving forward we will continue to have more precise means of tracking trends in bias reporting over time.

All bias reports are initially classified into the primary categories of bias motivated speech, bias motivated expression, and bias motivated conduct[2]. A fourth category, non-bias incidents, refers to reports of inappropriate speech, expression, and/or conduct which are not based upon an identity or personal characteristic included in the definition of bias activity. Reports of alleged violations of Policy 6.4 (Prohibited Bias, Discrimination, Harassment, and Sexual Related Misconduct) are assessed by OIETIX, and as warranted, investigated under the applicable procedures or forwarded to another appropriate office, such as Human Resources, for resolution. These incidents are not included in this report.

- **Bias Motivated Speech** is defined as verbal/orally communicated ideas that can be reasonably understood as biased (words said in person, in conversation, in digital form, printed). This includes but is not limited to: verbal attacks; language or speech that perpetuates a stereotype; or use of a slur/epithet.

- **Bias Motivated Expression** is defined as the use of signs, symbols or artifacts that communicate bias. This may include, but is not limited to, drawings, graffiti, words written in permanent or temporary form, use of costumes, cultural or ethnic based visual expressions. Bias motivated expression incudes but is not limited to: use of a slur/epithet (in one of the above forms); expression that perpetuates a stereotype; vandalism; destruction of property; or graffiti.

- **Bias Motivated Conduct** is defined as physical acts or behaviors with components of bias speech or expression (violent behavior, aggressive or persistent interactions). This includes but is not limited to: intimidation; verbal attack; physical assault; physical attack; or retaliation.

During FY21, 200 bias cases were reported. Twenty-one cases reference 6 bias incidents which occurred in and were reported in June 2020 (at the end of FY20) for which cases were not opened until July 2020.[3]

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[2] Some reports were classified as two or more types of bias, e.g. Bias Motivated Speech and Bias Motivated Conduct.

[3] The decision was made to include these 6 incidents (for which we received 21 reports) in the FY21 Bias Report data analysis because they occurred and were reported within 30 days of the start of FY21, and because the delay

Eleven of the 200 reports referenced bias incidents that occurred outside of FY21, but were not reported until FY21. Two incidents took place in FY17; two took place in FY19; and the remaining 7 took place in FY20. While all of these 11 reports were addressed by the appropriate review team in FY21, they have been excluded from the primary *numerical* analysis, and are detailed separately in an appendix to this report.

The 189 reports occurring in FY21[4] referenced 132 unique incidents[5].  This number is comparable to the 131 unique incidents reported in FY20, slightly higher than the 123 unique incidents reported in FY19, and lower than the 178 incidents reported in FY18.[6]

In mid-March 2020, the COVID-19 pandemic abruptly forced the majority of students and all members of the workforce not deemed "essential employees" by the state of New York to transition from in person instruction and work to almost fully remote/online learning and work. Although some university functions operated on campus, some labs remained open throughout the shutdown, and others slowly reopened beginning mid-May, the majority of the Cornell community remained distant from our campuses through the beginning of FY21.

As so many faculty, staff, and students continued to attend classes and work remotely throughout FY21, Cornell experienced a corresponding shift in its bias reporting, with the majority of reports focused on expressions of bias in social media, electronic communications, or via platforms used for classrooms, meetings, and events.


**Types of Bias**

In FY21, 82 incidents were recorded as bias motivated speech.  Forty-eight of these were classified as perpetuating a stereotype; and 21 involved the use of a slur/epithet.[7] Forty-two incidents were recorded as bias motivated conduct, of which 12 were recorded as unfair treatment, 5 as vandalism, 5 as verbal attacks, and 5 as perpetuating a stereotype. Fourteen

in case creation was due to extenuating circumstances, including priority focus on the development and implementation of Covid testing and reporting protocols.

[4] The number 189 includes the 21 reports from June 2020.

[5] Fifteen separate reports were made about a series of tweets made by one faculty member (referencing the same tweets and the same period of dates); 34 separate reports were made about one student's posts on TikTok, Twitter, and other social media (referencing the same content and the same period of dates); three separate reports were made about one student's posts on TikTok (referencing the same content and period of dates); four separate reports were made about one specific off campus incident (detailing the same incident and date); and 2 reports, each referencing the same incident, date, and location, were made about 5 other incidents.

[6] As detailed earlier in this report, bias reporting definitions and the system for categorizing bias incidents were updated in FY18 and new reporting was initiated in FY19. For this reason, comparisons of FY21 data with that from FY19 and FY20 is more accurate than comparisons with data collected prior to FY19.

[7]Each incident may include one or more types of bias motivated speech, conduct, and/or expression – for example, one unique incident could include both use of a slur and the perpetuation of a stereotype (two types of bias motivated speech) as well as verbal attack (bias motivated conduct).

incidents were recorded as bias motivated expression, of which 6 involved perpetuating a stereotype; and 20 were categorized as non-bias incidents. **Table 1** provides a breakdown of FY21 incidents by type of bias, and **Table 2** provides a breakdown of incidents by type for each of the past 3 fiscal years.

**Table 1: FY21 Breakdown of All Reports by Type of Bias**

| Type of Bias | Number of Incidents* |
|---|---|
| **Bias Motivated Speech** | |
| Perpetuates Stereotype | 48 |
| Use of Slur/Epithet | 21 |
| Verbal Attack | 2 |
| Unfair Treatment | 1 |
| Other Bias Motivated Speech | 10 |
| | |
| **Bias Motivated Conduct** | |
| Unfair Treatment | 12 |
| Vandalism | 5 |
| Verbal Attack | 5 |
| Perpetuates Stereotype | 5 |
| Use of Slur/Epithet | 3 |
| Damage or Destruction of Property | 3 |
| Use of Derogatory Symbol or Image | 3 |
| Intimidation | 2 |
| Other Bias Motivated Conduct | 4 |
| | |
| **Bias Motivated Expression** | |
| Perpetuates Stereotype | 6 |
| Use of Derogatory Symbol or Image | 3 |
| Graffiti | 2 |
| Vandalism | 1 |
| Damage/Destruction of Property | 1 |
| Use of Slur/Epithet | 1 |
| Other Bias Motivated Expression | 0 |
| | |
| **Non-Bias Incident** | 20 |

*incidents are not mutually exclusive

**Table 2: Breakdown of Bias Incidents by Type FY19 through FY21**

| Type of Bias | FY19 Number of Incidents* | FY20 Number of Incidents* | FY21 Number of Incidents* |
|---|---|---|---|
| **Bias Motivated Speech** | | | |
| Perpetuates Stereotype | 40 | 31 | 48 |
| Use of Slur/Epithet | 44 | 27 | 21 |
| Verbal Attack | 0 | 1 | 2 |
| Unfair Treatment | 0 | 2 | 1 |
| Other Bias Motivated Speech | 11 | 15 | 10 |
| | | | |
| **Bias Motivated Conduct** | | | |
| Unfair Treatment | 28 | 8 | 12 |
| Vandalism | 0 | 0 | 5 |
| Verbal Attack | 13 | 3 | 5 |
| Perpetuates Stereotype | 17 | 6 | 5 |
| Use of Slur/Epithet | 0 | 2 | 3 |
| Damage or Destruction of Property | 4 | 1 | 3 |
| Use of Derogatory Symbol or Image | 4 | 0 | 3 |
| Intimidation | 0 | 0 | 2 |
| Graffiti | 3 | 3 | 0 |
| Other Bias Motivated Conduct | 24 | 15 | 4 |
| | | | |
| **Bias Motivated Expression** | | | |
| Perpetuates Stereotype | 4 | 4 | 6 |
| Use of Derogatory Symbol or Image | 14 | 4 | 3 |
| Graffiti | 8 | 7 | 2 |
| Damage/Destruction of Property | 0 | 5 | 1 |
| Use of Slur/Epithet | 6 | 4 | 1 |
| Vandalism | 0 | 0 | 1 |
| Other Bias Motivated Expression | 1 | 1 | 0 |
| | | | |
| **Non-Bias Incident** | 26 | 22 | 20 |

*incidents are not mutually exclusive

**Basis of Bias**

In FY21 the most frequently reported basis of bias was race/color, mentioned in 71 incidents.[8] The second most frequently reported basis of bias was ethnicity, mentioned in 26 incidents. Other frequently reported bases of bias included gender (mentioned in 15 incidents) and religion (mentioned in 14 incidents). **Table 3** provides a breakdown of FY20 reports by basis of bias, and **Table 4** compares incidents with those from FY19 and FY20.

**Table 3: FY21 Breakdown of All Reports by Basis of Bias:**

| Basis of Bias | FY21 Number of Incidents* |
|---|---|
| Based on Race/Color | 71 |
| Based on Ethnicity | 26 |
| Based on Gender | 15 |
| Based on Religion | 14 |
| Based on Gender Identity or Expression | 6 |
| Based on Disability | 5 |
| Based on Sexual Orientation | 3 |
| Based on Political Affiliation | 2 |
| Based on Socioeconomic Status | 2 |
| Based on National Origin | 1 |
| Based on Veteran Status | 1 |
| Based on Weight | 1 |
| Based on Other | 3 |

*incidents are not mutually exclusive

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[8] Each unique incident may include one or more factors as the basis of bias.

**Table 4:  Breakdown of Bias Incidents by Basis of Bias FY19 – FY21:**

| Basis of Bias | FY19 Number of Incidents* | FY20 Number of Incidents* | FY21 Number of Incidents* |
|---|---|---|---|
| Based on Race/Color | 60 | 63 | 71 |
| Based on Ethnicity | 86 | 54 | 26 |
| Based on Gender | 29 | 12 | 15 |
| Based on Religion | 19 | 13 | 14 |
| Based on Gender Identity or Expression | 3 | 4 | 6 |
| Based on Disability | 1 | 4 | 5 |
| Based on Sexual Orientation | 11 | 11 | 3 |
| Based on Political Affiliation | 0 | 1 | 2 |
| Based on Socioeconomic Status | 0 | 2 | 2 |
| Based on National Origin | 18 | 5 | 1 |
| Based on Weight | 0 | 0 | 1 |
| Based on Immigration or Citizenship Status | 0 | 1 | 0 |
| Based on Age | 1 | 0 | 0 |
| Based on Other | 2 | 1 | 3 |

*incidents are not mutually exclusive

**Table 5** (on the following page) shows the detailed breakdown of FY21 reports by both type of bias and basis of bias. Row and column totals in Table 5 are sometimes greater than the total for each type of bias presented in Table 1 and the total for each basis of bias presented in Table 3. Because events are not mutually exclusive, one incident of bias may be based on more than one identity, and/or one incident of bias may be made up of more than one type of bias. For example, one incident of Bias Motivated Speech/Perpetuates Stereotype may be based on both gender and race, or one incident of Bias based on Race may include both the use of a stereotype and a slur.

**Table 5: FY21 Detail of Reports by Type of Bias and Basis of Bias:**

| | Based on Disability | Based on Ethnicity | Based on Gender | Based on Gender Identity or Expression | Based on National Origin | Based on Political Affiliation | Based on Race/Color | Based on Religion/Creed | Based on Sexual Orientation | Based on Socio-economic Status | Based Veteran Status | Based on Weight | Based on Other | Subtotal |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Bias Motivated Speech** | | | | | | | | | | | | | | |
| Perpetuates Stereotype | 1 | 11 | 8 | 5 | 0 | 2 | 26 | 8 | 1 | 1 | 1 | 1 | 1 | 66 |
| Use of Slur/Epithet | 3 | 5 | 1 | 1 | 0 | 0 | 13 | 3 | 1 | 0 | 0 | 0 | 0 | 27 |
| Verbal Attack | 0 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Unfair Treatment | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Other Bias Motivated Speech | 0 | 1 | 0 | 0 | 0 | 0 | 7 | 1 | 1 | 0 | 0 | 0 | 1 | 11 |
| Subtotal | 4 | 18 | 10 | 6 | 0 | 2 | 48 | 12 | 3 | 1 | 1 | 1 | 2 | |
| **Bias Motivated Conduct** | | | | | | | | | | | | | | |
| Unfair Treatment | 0 | 3 | 1 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 1 | 14 |
| Vandalism | 0 | 3 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Verbal Attack | 0 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Perpetuates Stereotype | 0 | 1 | 1 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 6 |
| Use of Slur/Epithet | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Damage or Destruction of Property | 0 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Use of Derogatory Symbol or Image | 0 | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Intimidation | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| Other Bias Motivated Conduct | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 4 |
| Subtotal | 1 | 9 | 5 | 1 | 1 | 0 | 28 | 0 | 0 | 1 | 0 | 0 | 1 | |
| **Bias Motivated Expression** | | | | | | | | | | | | | | |
| Perpetuates Stereotype | 0 | 1 | 2 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 8 |
| Use of Derogatory Symbol or Image | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| Graffiti | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 |
| Damage or Destruction of Property | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Use of Slur/Epithet | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Vandalism | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Other Bias Motivated Expression | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Subtotal | 0 | 2 | 3 | 2 | 0 | 0 | 8 | 2 | 0 | 0 | 0 | 0 | 0 | |

**Location of Bias Incidents**

Sixty percent of FY21 bias incidents (78 unique incidents) occurred via electronic communication; 15% (20 incidents) took place in residence halls; 14% (18 incidents) took place in academic/other Ithaca/Cornell University buildings; and 8% (11 incidents) took place off campus. One incident took place via phone call, and one incident occurred outdoors on campus. The location of three incidents is recorded as Other/Unknown, meaning the incident was reported as having occurred in multiple locations or with a non-specific location such as "bus stop" or "sidewalk," etc. or was recorded as "Unknown." **Table 6** provides a breakdown of FY21 reports by location, and **Table 7** compares the percentage of incidents per location over the past 3 fiscal years.

**Table 6: FY21 Overview of Bias Incidents by Location**

| Location | Number of Incidents | Percentage of Incidents |
|---|---|---|
| Electronic Communication | 78 | 60% |
| Residence Hall | 20 | 15% |
| Academic/Other Building | 18 | 14% |
| Off Campus | 11 | 8% |
| Campus – Outdoors/Other | 1 | <1% |
| Phone | 1 | <1% |
| NYC Campuses | 0 | 0% |
| Other/Unknown/Multiple Locations | 3 | 3% |
| TOTAL | **132** | **100%** |

**Table 7: Overview of Bias Incidents by Location 3 Year Comparison**

| Location | FY19 Percentage of Incidents | FY20 Percentage of Incidents | FY21 Percentage of Incidents |
|---|---|---|---|
| Electronic Communication | 13% | 23% | **60%** |
| Residence Hall | 20% | 17% | 15% |
| Academic Building | 32% | 38% | 14% |
| Off Campus | 11% | 11% | 8% |
| Campus – Outdoor/Other | 9% | 4% | <1% |
| Phone | 4% | <1% | <1% |
| NYC Campuses | 0% | <1% | 0% |
| Other/Unknown | 11% | 6% | 3% |
| TOTAL | **100%** | **100%** | **100%** |

**Bias Incidents via Electronic Communication/Social Media**

Due to ongoing challenges of the Covid-19 pandemic, over 70% of all courses held fall semester, and over 60% of all courses held spring semester were offered online only. Additionally, more than 20% of enrolled students were physically located outside of the Ithaca area at the start of the FY21 academic year. More than 40% of the Cornell Ithaca Campus workforce (faculty, staff, academic, and union employees) continued to work either entirely or predominantly remotely throughout the fall semester, and over 35% remained either entirely or predominantly remote during the spring semester. This shift from in person to virtual scholarship and work, which began in March of 2020, resulted in a significant increase in reports of bias via electronic communications, including social media and platforms used for classrooms, meetings, and events. To more accurately capture this, in FY21 we revised our bias reporting system to include a list of electronic communications and social media platforms. Doing so enabled us to track where and how bias incidents occur at Cornell in these virtual spaces. Because the breakdown of bias incidents by virtual location is new this year, we are unable to compare our findings with findings from years past. However, moving forward we will continue to categorize these incidents, and measure how they change over time.

Seventy-nine of the 132 bias incidents (60% of all incidents) reported in FY21 occurred via social media, electronic communication, or telephone. By comparison, 23% of all incidents which took place in FY20 and 17% of all incidents which took place in FY19, were reported to have occurred on social media, via electronic communication, or via telephone.

An individual or group may utilize more than one social media platform to perpetuate one incident of bias. For example, in FY21 one specific series of posts was reported 34 times. Twenty-six individuals reported seeing the posts on TikTok, six reported seeing the same posts on Instagram, and two reported seeing them on other platforms. For purposes of tracking where electronic communication/social media bias incidents occur most often, in Table 8 (on the following page) this incident is reported three times – once each as an incident occurring on TikTok, Instagram, and Other Social Media. In all, Table 7 tallies 82 locations for the 79 incidents which took place via social media/electronic communications in FY21.

**Table 8: FY21 Breakdown of Bias Reports by Social Media Platform/Means of Communication**

|  | Number of Incidents | Percentage of Incidents |
|---|---|---|
| Email | 13 | 16% |
| Zoom for Meeting | 13 | 16% |
| Zoom Classroom | 12 | 15% |
| Other Social Media* | 8 | 10% |
| Tik Tok | 8 | 10% |
| Facebook | 6 | 7% |
| Instagram | 4 | 5% |
| Twitter | 3 | 4% |
| Snapchat | 2 | 2% |
| Text Message | 2 | 2% |
| Telephone Call | 1 | 1% |
| Computer/physical location unknown** | 10 | 12% |

*Other Social Media includes WeChat, Kakao, GroupMe, Reddit, and unnamed other platforms

** Some reports identified incidents as occurring "via computer" or otherwise contained insufficient information to allow categorization by means of communication or social media platform

## Reporting Bias, Discrimination & Harassment

### What is Tracked and Why?

The Office of Institutional Equity and Title IX 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. Bias reports involving only students are forwarded to the Bias Assessment and Review Team (BART).[9]

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/campus-watch/annual-security-report/ .

The Office of Institutional Equity and Title IX compiles data on reports of sexual misconduct, including sexual assault, sexual harassment, dating violence, domestic violence, and stalking, as well as prohibited discrimination and protected-status harassment. The Office publishes an

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[9] Prior to May 2021, reports other than those involving only students were forwarded to the Department of Inclusion and Workforce Diversity (DIWD) – now renamed the Department of Inclusion and Belonging (DIB). Bias activity data from past years included in this report, as well as FY21 bias activity not involving students, were collected and tracked by DIWD.

annual statistical summary, which is anonymized consistent with applicable privacy provisions. This summary and other information is available at http://titleix.cornell.edu/statistics/ and is not included 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 Office of Institutional Equity and Title IX (OIETIX) at equity@cornell.edu
- By contacting the Cornell University Police Department (CUPD) at (607) 255-1111 or 911 for emergency assistance.

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 campus liaisons from across the university. The BART team may refer reports to the appropriate university unit – such as the Cornell University Police Department, the Office of Institutional Equity and Title IX, the Office of Student Conduct and Community Standards (OSCCS), or a campus partner who may be more appropriate to address the matter. At times, cases that include components of bias but may also violate the Code of Conduct or are incidents of sexual misconduct are referred to the appropriate office to address.

For all reports containing contact information, a member of the OIETIX team (for bias reports involving staff and/or faculty) or a member of BART (for bias reports involving students only) will contact the reporter to confirm receipt and offer the opportunity to discuss the incident further and/or provide additional support or referral to resources. For bias reports where the reporter chooses to remain anonymous, the incident will be documented and used to consider future community education and programming. The accused may be contacted depending on the nature and extent of information provided in the report.

*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.*

## Appendix: Bias Incidents Reported in FY21 which Occurred Prior to FY21

Eleven bias reports made in FY21 referenced bias incidents that occurred prior to FY21. Two incidents took place in FY17; two took place in FY19; and the remaining 7 took place in FY20. While all of these 11 reports were addressed by the appropriate review team in FY21, they have been excluded from the primary *numerical* analysis in this report.

Four of the eleven reports of incidents occurring prior to FY21 involved bias motivated speech; four involved bias motivated conduct; one involved bias motivated expression; and two involved both bias motivated speech and bias motivated conduct.

Three of the eleven reports of incidents occurring prior to FY21 were based on race/color; one was based on ethnicity; six were based on both race/color and ethnicity; and one was based on work climate.

Two of the eleven reports of incidents occurring prior to FY21 involved only students; two involved only Cornell faculty and/or staff; and the remaining seven involved both students and faculty and/or staff.

# For questions or additional information, contact us:

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