Contents

Introduction 3
Safety and Security at Cornell Tech 3
Preparation of the Clery Report 3
Reporting Crime and Requesting Assistance 4
Access Control and Building Security 5
Emergency Notifications 6
Campus Safety and Crime Prevention Outreach Programs 7
Alcohol and Drug Use 8
Sexual Violence 8
  • Sexual Assault, Domestic Violence, Intimate Partner Violence, and Stalking 8
  • Seeking Medical Help 9
  • Reporting the Incident 10
  • Filing a Complaint under Policy 6.4 11
  • Filing a Complaint under the Campus Code of Conduct 12
  • Resources for Victims 12
  • Prevention and Awareness Education 13
  • Sexual Offender Notice 14
Reporting Hate Crimes and Bias Incidents 14
Campus Code and Grievance Procedures 15
  • The Judicial Administrator: Enforcing the Campus Code 15
  • Campus Code of Conduct 16
  • Grievance Procedures 17
Related University Policies 18
Crime Statistics 20
Cornell Tech
Cornell Tech produces pioneering leaders and technologies for the digital age. Cornell Tech brings together like-minded faculty, business leaders, tech entrepreneurs, and students in a catalytic environment to produce visionary ideas grounded in significant needs that will reinvent the way we live. Its temporary campus has been up and running at Google’s Chelsea building since 2012, with growing world-class faculty, and master’s and Ph.D. students who collaborate extensively with tech-oriented companies and organizations and pursue their own start-ups. Construction is underway on Cornell Tech’s permanent, sustainable 12-acre campus on Roosevelt Island, with a first phase due to open in 2017. When fully completed, the campus will include 2 million square feet of state-of-the-art buildings, over 2 acres of open space, and will be home to more than 2,000 graduate students and nearly 280 faculty and staff.

Cornell Tech’s campus is currently located at 111 Eighth Avenue (between 15th and 16th Street) in New York City’s Chelsea neighborhood, a hub for a number of leading tech companies. It is home to the Joan & Irwin Jacobs Technion-Cornell Institute, which embodies the academic partnership between the Technion-Israel Institute of Technology and Cornell University on the New York City campus.

The tech campus is currently located on the 3rd, 8th, 12th, and 15th floors at 111 Eighth Avenue, and is outfitted with classrooms, a studio, meeting rooms, phone rooms, micro kitchens, reception, and open working areas.

Safety and Security at Cornell Tech
The safety of our students, faculty, and staff is of the utmost importance to us. The security of Cornell Tech is provided by the building security group under Taconic Property Management. Building security is under the guidance of Don Hogg (Building Security Manager), who manages and supervises the building security team. In addition, he works closely with the building property manager, the Director of Security and Life Safety, and Cornell Tech administration to coordinate the safety of all campus students, faculty, and personnel. Incidents of a criminal nature are reported to the New York Police Department (NYPD) via the complainant.

111 Eighth Avenue features 24-hour security. The Security Guard’s Desks are located at the lobby levels and can be reached at 212-243-5060. Additional roving security officers regularly inspect the entire building and all safety and security systems are inspected routinely on every shift.

Preparation of the Clery Report
The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act require Colleges and Universities to:
• Publish an annual report every year by October 1 containing three years of campus crime statistics and certain campus security policy statements that are disseminated to the campus community and submitted to the U.S. Department of Education
• Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms
• Provide emergency notifications to the campus community when a significant threat or dangerous situation involving an immediate threat to the health and safety occurs
• Provide “timely warning” notices of those crimes that have occurred and pose an ongoing “threat to students and employees”

Compilation of information for the annual security report as well as criminal statistics data as required by the Act is accomplished through cooperative efforts with the Building Security Manager, the New York Police Department (NYPD), and the Cornell Tech Senior Administrative Director. The Annual Security Report informs the Cornell Tech community about important safety procedures, policies concerning things such as sexual assault and violence, crime prevention programs, and campus crime statistics. The statistical information from these reports are provided directly by the New York Police Department, Precinct #10. Each member of the Cornell Tech campus receives an annual email describing the report and providing the web address to obtain a copy: URL: http://tech.cornell.edu/about

The Senior Administrative Director keeps hard copies of the annual security report on hand and will provide one upon request. For more information, contact the Senior Administrative Director, 212-255-8575. Prospective employees and students are afforded the same information at the time they obtain an application for employment or admission. Any person may have access to the report and is posted at URL: http://tech.cornell.edu/about

**Reporting Crime and Requesting Assistance**

Cornell Tech encourages students, faculty, staff and others who may be on campus or on the contiguous geographic perimeter of the campus to promptly report any past crime, attempted crime or suspicious activity or actual criminal activity to the building Security Manager, any member of the building security team, the Senior Administrative Director, or any member of the Cornell Tech administrative team. The Security Manager will expeditiously respond to the condition reported and make necessary notifications to the local police precinct. Whether you are a victim or a witness, you have the responsibility to report crime.

Incidents of crime and other serious emergencies which require immediate assistance and which occur on the Cornell Tech campus should be reported to the NYPD by dialing 911. Reports may be made on a confidential basis. An operator will ask the caller some routine questions such as name, address, call-back number, and the nature of the incident being reported. Callers should not hang up until the operator confirms that he or she has all the essential information. Information provided by the caller may be crucial to the safety of everyone involved in the call. If callers believe they are in a hazardous situation and cannot remain on the call long, they should inform the operator this at the beginning of the call. The operator can then request the minimum information needed to get help, and get the caller to a safe place. The operator will need to know the callers location and what happened so the appropriate help can be sent quickly. As difficult as it can be in an emergency, callers should try
to remain calm. It can be difficult to understand what a caller is saying for a variety of reasons, including language barriers and bad telephone connections.

Additionally, students should report any crimes or other security concerns involving Cornell Tech and its students that occur off campus to the Senior Administrative Director. Such information assists Cornell Tech with reporting and notification requirements that help ensure the safety of the tech campus community. Criminal activities, as well as other emergencies, can be reported by following the below procedures:

1. Call 911
   - Act quickly but calmly
   - Get to a safe place if possible
   - Be prepared to describe:
     - **Nature of Incident**
       - Fire: type and size of fire
       - Medical: type of illness or injury and specific cause, if you know it
       - Police: the crime or danger and descriptions of suspects, vehicles if any are involved, and the direction of their travel
       - Chemical: chemicals involved, quantity, hazards, and injuries
     - **AND**
       - **Location of Incident**
         - Building name
         - Room or apartment number
         - Street address
         - Landmarks near location if outdoors
         - Stay on the line. Answer all questions. Let the dispatcher hang up first. If disconnected, call back immediately.

2. If reporting a non-emergency:
   - Do NOT call 911
   - Contact building security at 212-243-5060

**Access Control and Building Security**

Everyone acting on behalf of Cornell University must take responsibility for faculty, staff, and student safety, as well as the security of university physical space and the assets contained therein. An essential element of security is maintaining adequate control to ensure that university assets are accessed only by those authorized to do so. This necessitates the tracking of university key systems and access control devices, as well as the locations they access and the individuals to whom they are issued as well as the use of alarm monitoring and video surveillance for security purposes.
Responsibility for the management of proper access control rests with the Senior Administrative Director, who will, as necessary, delegate this responsibility to a specific entity within a unit. Issuance of access devices are systematic, need-based, and in accordance with university policy 8.4, Management of Keys and other Access Control Devices. The Director must determine the need for access device issuance, based upon job functions, research needs, and class requirements. Issuance of access devices are kept as infrequent as possible, with consideration given to hours of work, work space, alternatives, frequency, urgency, and sensitivity. Individuals are prohibited from unauthorized possession or duplication of access devices to campus facilities; from disabling or circumventing access devices; and from making changes to access without following the procedures set forth in Policy 8.4.

Access to the building is controlled by security personnel located in the lobby under the Taconic Property Management team. Taconic Property Management receives safety information relevant to the building from the NYPD. 111 Eighth Avenue maintains a closed building security system. Tenants with building identification are permitted access while unregistered visitors and guests must be announced. Additionally, access for deliveries, vendors, and contractors is usually restricted to alternate locations.

Emergency Notifications
The Campus provides emergency notifications to the Campus community in the form of Timely Warnings and Emergency Mass Notifications (email). Decisions to disseminate a communication will be decided on a case-by-case basis in light of all the facts surrounding the crime, and/or continuing danger and serious threat to the Campus community.

Timely Warnings
The purpose of timely warnings is to aid in the prevention of similar crimes by alerting the community about the incident and providing information on actions people can take to diminish their chances of being victimized.

In the event that a situation arises, either on or adjacent to the Cornell Tech Campus, that, in the judgment of the Senior Administrative Director (or his/her designee or other senior staff), in consultation with Cornell Tech leadership, Director of Security and Life Safety Building Security Manager, and the NYPD as appropriate, constitutes a serious or continuing threat to students and employees or the greater institution community, a campus-wide “timely warning” will be issued. The warning will be sent as an email.

These timely warnings contain a brief description of the incident; the date, time, and location of the incident; and precautions to take; however, they will not provide details as found in a press release or news article. The amount and type of information presented in the warning will also vary depending on the circumstances of the crime. A warning that could jeopardize a criminal investigation will not be distributed. Significant criminal incidents that might elicit a timely warning include, but are not limited to crimes of violence, Clery reportable crimes, or patterns of property crimes.

Anyone with information about criminal incidents that might warrant a timely warning should
report the circumstances to the Senior Administrative Director at 212-255-8575, and, in the case of an emergency, to the NYPD by calling 911.

Emergency Mass Notifications
In the event that a situation arises, either on or adjacent to the Cornell Tech campus, that, in the judgment of the Security Manager (or his/her designee), the Senior Administrative Director (or his/her designee) or NYPD, constitutes a significant emergency or dangerous situation involving an immediate threat to the health or safety of the campus community, an Emergency Mass Notification, or EMN, is written and distributed, without delay, to the entire Cornell Tech community using email. An emergency mass notification would not be distributed only if it could compromise efforts to contain the emergency.

Taconic Property Management regularly conduct scheduled building fire drills (at least one every six months) and evacuation drills (at least once a year), in accordance with NYC regulations, for the entire 111 Eighth avenue complex annually.

Campus Safety and Crime Prevention Outreach Programs
Cornell Police offers these crime-prevention and public-safety outreach programs and services at no cost to any Cornell group or organization:

- **Personal Security** is directed at preventing crimes of violence. It includes a demonstration of personal alarms and a discussion of illegal self-defense weapons.
- **Sexual Assault Awareness** discusses the law regarding sexual assaults; what is consent; how to change social norms; bystander intervention; the many options a victim/survivor has; and what resources are available on and off campus.
- **Winter Driving Techniques** focuses on handling your car on snow and ice, preparing yourself and your vehicle for inclement weather
- **Alcohol Awareness** reviews the physical effects of alcohol and laws related to driving while intoxicated and alcohol-related crimes. Fatal Vision™ goggles simulate the effects of alcohol on participants.
- **Cash Handling** is designed for retail personnel and focuses on managing cash, identifying counterfeit currency, and handling robbery, bad checks, credit-card fraud, and more.
- **Violence in the Workplace** discusses types of violence, how to identify potentially violent behavior, how to prevent a violent situation, and how to react to one.
- **Identity Theft** discusses what identity theft is, how to avoid it, what to do if you become an identity-theft victim, and whom you need to report it to.
- **Stay Safe 360 degrees** is a program that covers protecting your possessions and identity, and preventing student assaults, controlling behavior, and stalking; it also reviews everyday safety on campus, common sense defense, and safe travel.
- **Active Shooter Awareness** teaches strategies for dealing with an active shooter on campus, before and after police arrive on the scene.
Contact Officer Beverly Van Cleef at 607-255-7305, or Officer Lisa Van Horn at 607-255-7404, from the Cornell University Police Department or send email to crime_prevention@cornell.edu to inquire about any of these programs, services, video resources and training materials.

**Alcohol and Drugs**

Cornell University assists members of the university community in understanding the risks associated with consuming alcohol and the need to prevent the harm that results from its misuse and abuse. The university’s policy on Alcohol and Other Drugs includes general guidelines regarding alcohol and other drugs, procedures for holding events at which alcohol is served, information about harm that can result from drinking or drug use, and a list of campus resources.

Any member of the Cornell community who is planning a university event with alcohol needs to be familiar with the requirements of the policy, available at http://www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/governance/alcohol.cfm. The unlawful manufacture, distribution, dispensation, possession, use, and/or sale of controlled substances or other illegal drugs is prohibited.

The university is committed to upholding local, state, and federal law; requiring proper management of events where alcoholic beverages will be served; minimizing the misuse of alcoholic beverages; maintaining a drug-free workplace; and providing education on the risks associated with the use and abuse of alcohol and other drugs. In addition, the Cornell Campus Code of Conduct sets forth disciplinary procedures and sanctions for violations of the policy on Alcohol and Other Drugs. The code is available at http://www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/governance/campuscode.cfm.

**Sexual Violence**

**Sexual Assault, Domestic Violence, Dating Violence, and Stalking**

Cornell University will not tolerate sexual assault, domestic violence, dating violence, stalking, or other forms of sexual violence by or against students, staff, faculty, alumni, or visitors. University Policy 6.4 prohibits all members of the university community from engaging in sexual violence. The Campus Code of Conduct prohibits all acts of violence and stalking, whether or not sexual in nature.

In an ongoing effort to prevent sexual violence, the university provides education and prevention programs for the Cornell community, pursues all complaints of sexual violence, dispenses disciplinary action where appropriate, and provides complainants with information on pursuing criminal or other legal action. The university’s compliance efforts are led by a team of Title IX coordinators, who address all Title IX complaints, including complaints of sexual violence, and take steps to identify and address any patterns or systemic problems that arise during the review of such complaints. To view the entire policy on Prohibited Discrimination, Protected Status Harassment, Sexual Harassment, and Sexual Assault and Violence, see Policy 6.4.

**Sexual Assault** is a broad term that covers a range of sex offenses, including, but not limited to,
public lewdness, rape, sexual battery, and sexual abuse. (Policy 6.4.) New York State does not specifically define sexual assault.

Consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Affirmative consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity, or gender expression. (Policy 6.4.) Under NYS law, consent cannot be compelled by violence, the threat of violence or where one is incapable of consent. NYS law states that a person is incapable of consent when he or she is (a) under the age of 17, (b) mentally disabled, or (c) mentally incapacitated or physically helpless, including as a result of alcohol or drugs.

Domestic Violence includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the applicable jurisdiction, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction. (Policy 6.4.) In NYS, “family offenses” are certain violations of the penal code, including but not limited to harassment, sexual abuse, stalking, and menacing, committed by a family member or intimate partner that have created a substantial risk of physical or emotional harm to a person or a person’s child.

Dating or Intimate Partner Violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement with consideration of the length of the relationship, and the frequency of interaction between the persons involved in the relationship. (Policy 6.4.) NYS law does not specifically define “dating violence,” but under NYS law some intimate relationships can be covered under the definition of domestic violence.

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to (A) fear for his or her safety or the safety of others or (B) suffer substantial emotional distress. (Policy 6.4.) Under NYS law, stalking is an intentional course of conduct directed at a specific person that causes harm to the mental or emotional distress of that person, fear for his or her health, safety or property, or the health, safety or property of his or her family or acquaintances, or fear that his or her employment, business or career is threatened.

Seeking Medical Help
If you are the victim of an act of sexual assault, domestic violence, dating violence, or stalking, you are encouraged to seek health care services immediately at the nearest medical facility. You will benefit from being examined for physical injury and/or disease. You may also need to discuss the risk of pregnancy. If you require medical care after an assault has occurred, call 911, building security, or Cornell Tech administration to arrange transport to a nearby medical facility. Staff members from Cornell University’s Gannett Health Services are available 24 hours a
day via phone to provide consultation with students, staff, faculty, family members and friends about a range of issues including concerns about students under duress, crisis intervention, and strategies to help students connect with appropriate support services. Call 607-255-5155. The staff is bound by standards of confidentiality.

**Note:** If you are considering a criminal action, call 911 or seek medical care at a NYC hospital or medical facility as soon as possible. Do not bathe, shower, douche, or change your clothes before you go. If you do, you may inadvertently remove important evidence. The kind of evidence that supports a legal case against an assailant and may be helpful in obtaining an order of protection should be collected within 72 hours of an assault.

**Reporting the Incident**

If you have experienced sexual assault, domestic violence, dating violence, or stalking, you have the option to report the incident to local law enforcement such as the NYPD and/or file a complaint with the university pursuant to Policy 6.4 or the Campus Code of Conduct (in the case of non-sexual misconduct). Both systems can be accessed. The choice of whether or not to file a complaint under university policy and/or a report with the Cornell Police or local law enforcement is yours.

You are encouraged to report to the NYPD any incident of sexual assault, domestic violence, dating violence, or stalking. A report is an account or description of a specific incident. You may make a report without filing a criminal complaint. You may do so by phone, in person, or in writing. Keep additional evidence of abuse as well. Save emails, texts, voicemails, letters, notes, etc. Photograph anything of yours that the abuser damages and any injuries that the abuser causes. If there are any witnesses, ask him or her to document what they saw. Every piece of information you collect could help you should you decide to move forward with a criminal action and may be helpful in obtaining an order of protection.

You also have the option of reporting the incidents to the University by contacting a Title IX coordinator. The university’s Judicial Administrator is a deputy Title IX coordinator and receives complaints concerning sexual and non-sexual misconduct by students. The JA can be contacted at 607-255-4680 or judadmin@cornell.edu. The director of the Office of Workplace Policy and Labor Relations, also a deputy Title IX coordinator, receives complaints concerning sexual and non-sexual misconduct by students, faculty and staff members and non-Cornell community members and can be contacted at 607-255-7232 or equalopportunity@cornell.edu. You may also email a report to nonsexual misconduct@cornell.edu or contact the University’s Title IX Coordinator at 607-255-3976. The Title IX Coordinators can assist you in notifying CUPD or local law enforcement if you choose to do so.

The Title IX Coordinators will provide information on resources for assistance and options to address concerns, including filing a complaint under applicable university policy and addressing your needs for safety, counseling, housing and educational accommodations even if you are unsure about whether to file a complaint. Those options will vary depending on the nature of the complaint, whether the complainant is a student, faculty or staff member, whether the complainant wishes to proceed informally or formally, and the wishes of the complainant.
regarding confidentiality. The University strongly supports a complainant’s interest in confidentiality in cases involving sexual misconduct and will honor a complainant’s request for confidentiality if doing so does not impact the University’s ability to provide a safe and nondiscriminatory environment for all students, including the complainant. The Title IX Coordinator will evaluate requests for confidentiality.

Please see "Resources for Victims" below for information on confidential support if you do not wish to report the incident to the University, but seek confidential assistance and advice.

**Filing a Complaint under Policy 6.4**

If you have experienced sexual assault, domestic violence, dating violence, or stalking, you may file a complaint under Policy 6.4, or, in the case of nonsexual violence or stalking directed toward students, the Campus Code of Conduct. Formal investigations generally will take place only as a result of your decision to file a formal complaint about what happened to you. You may file a formal written complaint within one year of an incident. Students may also bring a complaint against faculty, relating to supervision, teaching, advising and the like, within one year after the student is no longer under the supervision of the faculty, or three years from the date of the incident, whichever is earlier. Under Policy 6.4, the JA and/or WPLR have exclusive responsibility for accepting, processing, and investigating prohibited discrimination and sexual harassment complaints, including sexual violence, and will undertake to resolve these complaints impartially, promptly, and confidentially. The purpose of the investigation is to gather evidence to determine whether the accused engaged in prohibited conduct by a preponderance of the evidence (i.e., it is more likely than not that the conduct has occurred.)

If you are eighteen (18) years or older, no university office will contact your parents or other family members. Friends, faculty, coaches, supervisors, co-workers, etc. are not contacted either, unless they are necessary witnesses. The complaint process is confidential and any involved parties, including witnesses, will be directed to keep the information they learn during the investigation confidential. Nor will Cornell University tolerate retaliation. All who may be involved in a complaint are warned against retaliation during an investigation. If you experience retaliation, report it to the JA or WPLR.

Pending resolution of the matter, the university may put in place interim measures to protect the safety and well-being of members of the university community. These measures may include no-contact orders, change of housing or place of employment or schedule, change of class schedule or location, change of supervision, temporary suspension, or otherwise.

During a formal investigation, the investigator will keep both parties informed on the investigation’s status, as appropriate. The investigator will provide both parties with written notice of any determination, extensions, or relevant procedures. Adversarial hearings, (including confrontation, cross-examination by the parties, and active advocacy by attorneys) are not permitted during the investigation process. The parties will be interviewed separately as a part of the fact-finding interviews and will not appear in the same room. Throughout the investigative process, the complainant and respondent may seek the advice of a personal attorney or other advisor of their choice. Such representatives may accompany their clients’ or advisees’ to meetings with the investigator (or any related meeting), but may not respond to questions for
their clients or advisees, and may not pose questions.

Upon conclusion of the fact-finding investigation, the investigator will produce a written investigation report. The report will be forwarded to a panel of three reviewers, in the case of a complaint against a student, or a single reviewer, in the case of a complaint against faculty or staff member, who will review the evidence, determination, and/or recommended sanctions or remedial measures contained in the investigative report. All reviewers, as well as investigators and co-investigators, receive annual training on domestic violence, dating violence, sexual assault and stalking and how to conduct such proceedings in a way that protects the safety of both parties and promotes accountability.

Both parties will receive a copy of the investigator’s report simultaneously, and each have ten business days from receipt of the report (which period may be extended for good cause) to submit a response to the Review or Review Panel for consideration. The Reviewer Panel or Reviewer may accept, modify or reject the investigator’s findings and recommended sanctions. Disciplinary sanctions may include a no-contact order, required counseling, education, directed study program, community service, change in residence, or dismissal or suspension from the University, depending on the severity of the policy violation. The Reviewer or Review Panel shall issue a final determination in writing, simultaneously, to all complainants and respondents.

Both parties have the right to appeal the final determination to the Vice President for Student and Campus Life, in the case of complaints against students, the Vice President for Human Resources and Safety Services or designee, in the case of complaints against academic and nonacademic staff members, or the Provost or designee, in the case of complaints against faculty members. Appeals must be submitted in writing within ten business days of receipt of the final determination (which period may be extended for good cause). Written notification of such appeal procedures will be provided to both parties. The university official responsible for hearing the appeal shall issue a decision in writing, simultaneously, to the parties. This decision is final and not subject to further appeal.

**Filing a Complaint under the Campus Code of Conduct**

If you have experienced domestic violence, dating violence or stalking that is not sexual in nature, you may pursue a complaint under the Campus Code of Conduct. (see page 16)

**Resources for Victims**

The university assists victims of sexual assault. In addition to health care and the complaint process, the university will provide counseling and other support services on campus for students, faculty, staff, and visitors who are victims of sexual assault. If you have experienced sexual assault, domestic violence, dating violence or stalking, the University strongly encourages you to seek assistance. A number of resources are available to help:

For confidential support, seek assistance from:

- Gannett Health Services (medical and mental health providers, students only: 607-255-5155)
• The Faculty and Staff Assistance Program (FSAP) (mental health providers, faculty and staff only: 607-255-2673)
• Cornell United Religious Work Chaplains (CURW) (pastoral counseling: 607-255-6002)
• The Ithaca Advocacy Center’s 24/7 hotline (607-277-5000)

Gannett, FSAP, and CURW will not convey any information disclosed in the context of providing medical and/or mental health services or pastoral counseling to the University’s Title IX Coordinators or other university officials. The Advocacy Center is independent of Cornell. These conversations are kept strictly confidential and, except in rare circumstances, will not be shared without explicit permission.

You may also seek confidential support from:
• The Cornell Victim Advocate (607-255-1212, victimadvocate@cornell.edu)
• The director of the Women’s’ Resource Center (WRC) (607-255-0015, womensresctr-mailbox@cornell.edu)
• The director of the LGBT Resource Center (607-254-4987)
• The University Ombudsman (607-255-4321)

The Victim Advocate, directors of the LGBT Resource Center, and the Ombudsman will not convey any identifying information to the University Title IX Coordinator or other university officials. These conversations too are kept confidential and, except in rare circumstances, will not be shared without explicit permission. However, confidential resources will share de-identified statistical or other information regarding sexual assault with the University’s Title IX Coordinator.

All other resources, as well as most Cornell faculty, staff, and student employees other than those designated “confidential” above have a duty to consult with the Title IX Coordinator or a deputy Title IX coordinator once they become aware of any potential incidents of sexual harassment, including sexual assault and violence. However even those who cannot guarantee confidentiality will maintain your privacy to the greatest extent possible. The information provided to a non-confidential resource will be relayed only as necessary for the Title IX coordinator to investigate and/or seek resolution, as may be appropriate given the circumstances and wishes of the complainant.

The university can also provide assistance with changing academic living, transportation, and working situations and obtaining protective measures, even if you choose not to file a formal complaint with the university or initiate a criminal proceeding, if you so request and such accommodations are reasonably available. Such measures do not require a full investigation, nor a detailed conversation with you or the person whose behavior is in question.

The University will provide any student, faculty or staff member reporting incidents of sexual assault, domestic violence, dating violence, stalking, and other sexual misconduct, with written notification of their rights and options, including the options for assistance detailed above, and other services available for victims, both within the institution and in the community.

**Prevention and Awareness Education**
Cornell is committed to providing sexual assault, domestic violence, dating violence, and stalking
prevention and awareness education to undergraduate and graduate/professional students, staff, and faculty in order to foster a positive, respectful, and safe climate for all members of our community. The university maintains a comprehensive website, “SHARE-Sexual Harassment and Assault Response and Education,” which provides resources and updated information for faculty, staff, students, visitors and the community at large covering: Getting Care, Reporting, Policy and Laws, Safety Resources (including detailed information on risk reduction), Education and Engagement (including descriptions of safe and positive options for bystanders intervention), News.  share.cornell.edu

Undergraduate students attend a mandatory interactive orientation program during their first week on campus that addresses the context of sexual violence, harassment, domestic violence, dating violence, and stalking and provides positive intervention strategies to employ when students observe behavior that could lead to risk or a negative outcome. Additional prevention programs are conducted by Residential Programs, Dean of Students, Gannett Health Services, Cornell Police and other university units/departments throughout the academic year. Graduate and professional students are provided primary prevention and awareness information during their initial arrival at the university and are offered other educational resources through their different colleges and departments. Important information about Cornell resources, support services, policies and prevention messages is provided campus-wide in print materials found in on-campus academic and student services offices.

The university produced a training webinar entitled “Respect@Cornell” which has been completed by over 6,500 faculty, academics, and staff. This webinar deals with prevention and awareness of protected status discrimination and harassment, emphasizing the requirements under Title IX to refrain from acts of sexual discrimination, harassment, and violence and how to report such incidents to the appropriate Title IX coordinators, get help, and prevent recurrences. Last year, the university launched a new training webinar, “Building a Culture of Respect” to update prevention and awareness efforts around sexual assault, domestic violence, dating violence, and stalking. All employees are required to view “Building a Culture of Respect” as part of their onboarding process.

Sexual Offender Notice
The state of New York requires sex offenders to register with the police in the jurisdiction in which they reside. The state makes this information available at www.criminaljustice.ny.gov/nsor/.

Reporting Hate Crimes and Bias Incidents
A hate crime is defined by New York State Penal Law Section 485 as any designated criminal offense or attempted criminal offense in which the perpetrator intentionally selects the person against whom the offense is committed or intended to be committed in whole or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability, or sexual orientation of a person, regardless of whether the belief or perception is correct.

A bias incident—as defined by Cornell policy 6.4: Prohibited Discrimination, Protected-Status
Harassment, Sexual Harassment, and Sexual Assault and Violence—is an action taken against a person or group of individuals that one could reasonably and prudently conclude is motivated, in whole or in part, by the alleged offender’s bias against an individual’s actual or perceived aspect of diversity, including age, ancestry or ethnicity, color, creed, disability, gender, gender identity or expression, height, immigration or citizenship status, marital status, national origin, race, religion, religious practice, sexual orientation, socioeconomic status, or weight.

**Identifying and Reporting Bias Activity**
Cornell has established the Reporting Bias System in order to provide an avenue for the community to report such activity and to receive a timely and appropriate response. To facilitate the assessment of bias incidents and the appropriate intervention steps, reported incidents 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 complaints to the appropriate university agency—such as Workforce Policy and Labor Relations—or work collaboratively with campus partners to determine the best method of intervention to address discrimination/bias complaints.

Anyone who directly witnesses, experiences, finds evidence of, or hears of bias activity on the Cornell campus—or in an area that impacts the Cornell community—should immediately report the incident online at [http://biasconcerns.cornell.edu](http://biasconcerns.cornell.edu). If the bias activity constitutes a bias crime, as defined by federal, state, and local laws, the report will be shared with Cornell Police.

Information about the university’s Reporting Bias System is available at the Department of Inclusion and Workforce Diversity. The office is open from 8 a.m.—4:30 p.m., Monday through Friday at 150 Day Hall. Call 607.255.1246, TDD/TTY 255.7066, or go online at [hr.cornell.edu/diversity/reporting/bias_response.html](http://hr.cornell.edu/diversity/reporting/bias_response.html). Statistics related to the Reporting Bias System are updated monthly and published at [diversity.cornell.edu](http://diversity.cornell.edu).

**Campus Code and Grievance Procedures**

**The Judicial Administrator: Enforcing the Campus Code**
Location: 120 Day Hall
Phone: 607.255.4680
Email: [judadmin@cornell.edu](mailto:judadmin@cornell.edu)

If you believe that someone has violated Cornell’s Campus Code of Conduct, you can contact the Cornell Police who will investigate the situation and make appropriate referrals to the Office of the Judicial Administrator, or JA. You may also make an appointment to meet with the JA. The JA operates independently of University administration in overseeing the university’s
internal judicial process. The office investigates and adjudicates alleged violations of the Campus Code of Conduct.

Nearly everyone in the Cornell community—faculty and staff members as well as students—is governed by the code and is under the jurisdiction of the JA (except in workplace cases, which are handled by the appropriate employment authority). The code applies on any part of the Cornell campus, on any other property or facility used by Cornell for educational purposes, and on the property of any university-related residential organization in the Ithaca or Geneva area. For serious behavior, the code applies at any location, on or off campus.

The code prohibits misconduct, including assault behavior, sexual misconduct (such as sexual assault or sexual harassment), violation of computer-use policies, possession of forged ID cards, underage possession of alcohol and possession of any drug (including marijuana, medical or otherwise). Note that cases of sexual misconduct, such as sexual assault or sexual harassment, are handled under the procedures of Cornell Policy 6.4, rather than the procedures of the code. (See the section “Sexual Violence” on page 8 of this report.)

Generally, complainants can decide to pursue a case or not, to pursue remedies in civil or criminal courts off campus, to attend any relevant proceeding, to bring a friend or advisor unconnected to the case to any meeting, to receive the free assistance of the victim’s advocate, to request an order of protection in cases involving menacing behavior, and to learn the outcome of cases in which they have filed a complaint.

Similarly, for cases that use the procedures of the code, accused persons may bring a friend or advisor who is unconnected to the case to any meetings, may receive the free assistance of the judicial codes counselor, may question witnesses, confront accusers, present witnesses, submit evidence, and may remain silent. (See the section “Sexual Violence” on page 8 to better understand the procedures for allegations of sexual misconduct.)

Under the code, the JA attempts to resolve cases informally, but any case may go to a board for resolution. Sanctions may include a combination of oral warning, written reprimand, community work, fine, probation, educational classes, counseling, papers, directed study, letters of apology, restitution, orders to perform or to stop certain actions, suspension, dismissal, or other educational sanctions. Both sides have the right to appeal rulings and decisions of the JA first to the University Hearing Board and then to the University Review Board; students, faculty, and staff members compose both boards.

In cases involving harassment, assault, or abuse, either party may request a transfer to a different residence hall if both parties live in the same hall, and no contact orders may be imposed against the accused.

To view the entire Campus Code of Conduct, go to www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/governance/campuscode.cfm
Sanctions and Remedies under the Campus Code of Conduct
These are the penalties meted out to those who violate the Campus Code of Conduct:

Faculty Members and Other Employees
a. Oral warning
b. Written reprimand
c. Other educational tools (such as counseling or reflection papers)
d. Community service of not more than 80 hours or in-kind monetary fine
e. Restitution
f. Cease and desist orders (including orders of protection)
g. Suspension from university duties for a stated period not to exceed one month, with loss of salary but not with loss of other rights and privileges
h. Dismissal from the employ of the university and termination of any contract or tenure

Students
a. Oral warning
b. Written reprimand
c. Community service of not more than 80 hours or in-kind monetary fine
d. Other educational tools (such as counseling or reflection papers)
e. Restitution and cease and desist orders (including orders of protection)
f. Probation for a stated period
g. Suspension from the university
h. Dismissal from the university

Grievance Procedures
The university has formal grievance procedures that apply to disputes, charges, and complaints between and among academic and nonacademic employees and undergraduate and graduate students. The nature of the issue and the parties involved determine which procedures and university offices are used. Here are suggested initial sources of information on grievances:

- Academic Employee Grievances:  
  dfa.cornell.edu/treasurer/policyoffice/policies/volumes/humanresources/grievance.cfm
- Nonacademic Employee Grievances:  
  ombudsman.cornell.edu
  hr.cornell.edu/policies/nonacademic/grievance.html
- Prohibited Discrimination, Protected Status (including Sexual) Harassment, and Bias Activity:  
  dfa.cornell.edu/treasurer/policyoffice/policies/volumes/humanresources/prohibited.cfm
- Grade or Course Grievances:  
  ombudsman.cornell.edu
- Graduate Student Grievances:  
  gradschool.cornell.edu/?p=125
Related University Policies
To view Cornell University’s library of policies and more on the services provided by the University Policy Office (UPO), visit the UPO website at www.dfa.cornell.edu/treasurer/policyoffice/policies

The following is an overview of selected policies. Please consult the actual policy or the administering office for details regarding each policy.

Code of Academic Integrity: www.theuniversityfaculty.cornell.edu/policies/pol_main.html

Alcohol and Other Drugs
The university’s policy on Alcohol and Other Drugs includes general guidelines regarding alcohol and other drugs, procedures for holding events at which alcohol is served, information about the harm that can result from drinking or drug use, and a list of campus resources. Any member of the Cornell community who is planning a university event with alcohol needs to be familiar with the requirements of the policy, which is available on the UPO’s website at www.dfa.cornell.edu/cms/treasurer/policyoffice/policies/volumes/governance/upload/vol4_8.pdf

Campus Code of Conduct
Cornell’s basic prescription for community conduct is divided into five sections. The full text is available at www.dfa.cornell.edu/dfa/treasurer/policyoffice/policies/volumes/governance/campuscode.cfm

Access to Student Records
See University Policy 4.5, Access to Student Information, at www.dfa.cornell.edu/cms/treasurer/policyoffice/policies/volumes/governance/upload/vol4_5.pdf

Disability Information
For individuals with disabilities or mobility changes: www.cornell.edu/disability

Equal Opportunity
www.hr.cornell.edu/diversity/eeeo
Related university policies include 6.6.13, Flexibility in the Workplace; 6.9, Time Away from Work; 6.13, Disability Accommodation; and 6.13.8, Religious Accommodation. These policies are in the Human Resources volume at www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/humanresources/index.cfm

Health and Safety Policy
www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/facilities/health.cfm

Keys and Other Access Control Devices
www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/riskandsafety/accesscontrol.cfm
Prohibited Discrimination, Protected-Status Harassment, Sexual Harassment, and Sexual Assault and Violence
http://www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/humanresources/prohibited.cfm

Responsible Use of Electronic Communication
www.dfa.cornell.edu/dfa/cms/treasurer/policyoffice/policies/volumes/informationtech/communications.cfm

Romantic and Sexual Relationships Between Students and Staff Members
www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/governance/ethical.cfm

Voluntary Leaves of Absence for Students
www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/student/studentleave.cfm
Clery Crime Statistics for 111 8th Avenue
Cornell Tech
Reported in compliance with the Jeanne Clery Disclosure of Security Policy and Campus Crime Statistics Act
Calendar years 2012, 2013 and 2014

<table>
<thead>
<tr>
<th>Crime Classification</th>
<th>On Campus</th>
<th>Public Property</th>
<th>Non-Campus Building or Property</th>
<th>Crime Classification Totals</th>
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</thead>
<tbody>
<tr>
<td>Murder &amp; Non-negligent Manslaughter</td>
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<td>Negligent Manslaughter</td>
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</tr>
<tr>
<td>Sex Offenses:*</td>
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<td>-</td>
</tr>
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<td>Sex Offenses: Forcible*</td>
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<tr>
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<td>Robbery</td>
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<tr>
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<tr>
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<td>n/a</td>
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<td>n/a</td>
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<td>Motor Vehicle Theft</td>
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</tr>
<tr>
<td>Crime Totals</td>
<td>n/a</td>
<td>0</td>
<td>0</td>
<td>n/a</td>
</tr>
</tbody>
</table>

* As part of the reauthorization of the Violence Against Women Act (VAWA), the definitions of sexual offenses were changed to reflect the new FBI Uniform Crime Reporting definitions. Forcible and non-forcible categories were changed to rape, fondling, incest and statutory rape. Forcible and non-forcible sexual offenses will not be reported for 2014 or in the future, instead those crimes will now be reported under the new definitions.

** As part of VAWA, stalking, domestic violence, and dating violence were added as reportable categories in 2013.

Definitions of all reportable offenses can be found at http://www.cupolice.cornell.edu/annual_report/crime_definitions.cfm

<table>
<thead>
<tr>
<th>Offense Type</th>
<th>On Campus</th>
<th>Public Property</th>
<th>Non-Campus Building or Property</th>
<th>Offense Type Totals</th>
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</thead>
<tbody>
<tr>
<td>DWI Arrests</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Referral</td>
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<tr>
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<td>Arrest</td>
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<tr>
<td>Drug Law Violations</td>
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<td></td>
<td>Arrest</td>
</tr>
<tr>
<td>Weapons Possession</td>
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<td>Referral</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Arrest</td>
</tr>
</tbody>
</table>

Hate Crimes

2014 There were no reportable hate crimes.
2013 There were no reportable hate crimes.
2012 N/A