



CORNELL TECH



2025 Annual Security Report
2 West Loop Road
New York, NY 10044

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Jeanne Clery Campus Safety Act

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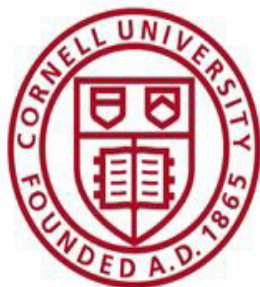
Cornell Tech Introduction

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. It is also 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.

Its temporary campus was operational at Google's Chelsea building since 2012, with growing world-class faculty, its master's and Ph.D. students collaborated extensively with tech-oriented companies and organizations in pursuit of their own start-ups. From 2012 through August 2017, the Tech Campus was physically located on the 3rd, 8th, 12th, and 15th floors of the 111 Eighth Avenue building, outfitted with instructional spaces, a studio, meeting rooms, phone rooms, micro kitchens, reception, and open working areas.

Construction began in 2013 on Cornell Tech's permanent, sustainable 12-acre campus located on Roosevelt Island. The new campus officially opened in August 2017 when it welcomed students for the Fall 2017 academic semester. 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 Roosevelt Island campus is fully operational and currently located at 2 West Loop Road NY, NY 10044.



CORNELL TECH

Safety and Security at Cornell Tech

The safety of our students, faculty, staff, and visitors is of the utmost importance to us. The campus Safety & Security Department is staffed by Allied Universal Security under the purview of Cornell Tech's Director of Safety & Security who reports to Cornell Tech's Senior Director of Facilities Operations. All of whom work closely together to ensure the safety of the campus community. Cornell Tech security officers are duly licensed by the New York State Department of State; however, they do not possess powers of arrest. Incidents of a criminal nature are immediately reported to and investigated by the New York City Police Department (NYPD).

The Cornell Tech Safety & Security Department provides 24-hour security services. The dispatch office is staffed 24 hours per day, is located in the lobby of the Bloomberg Center, and can be reached at 646-971-3611. Additionally, roving security officers regularly patrol the interior and perimeter of the campus, and all safety and security systems are inspected routinely on every shift. The Cornell Tech Campus is under the jurisdiction of both the Roosevelt Island Public Safety Department and the 114th Precinct of the New York City Police Department.

Public Safety Advisory Committee

Cornell Tech's Public Safety Advisory Committee (PSAC) is composed of students, staff, and faculty members who advise on issues of safety and security, community engagement, and victims' advocacy. PSAC is an advisory committee on campus security policies and procedures and reviews issues that affect the overall safety and wellbeing of Cornell Tech's diverse community. The committee is chaired by the Assistant Director of Safety & Security and appointments to the committee are made annually. Students, faculty, and staff members interested in the PSAC are invited to contact the Safety & Security department.

Preparation of the Annual Security Report

The Jeanne Clery Campus Safety Act requires 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, was accomplished through the cooperative efforts of the New York City Police Department, the Roosevelt Island Public Safety Department, Cornell Tech Safety & Security officials and identified Campus Security Authorities. 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 crime information for this report was provided directly by the New York City Police Department's 114th Precinct and identified Campus Security Authorities. Each member of the Cornell Tech Campus receives an annual email describing the report and providing the web address to obtain a copy: <https://security.tech.cornell.edu/>

Physical copies of the annual security report can be obtained at the Security Dispatch Office, located in the lobby of the Bloomberg Center and will be provided to anyone upon request. For more information, contact the Director of Safety & Security at 646-971-3611.

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 it is posted at: <https://security.tech.cornell.edu/>

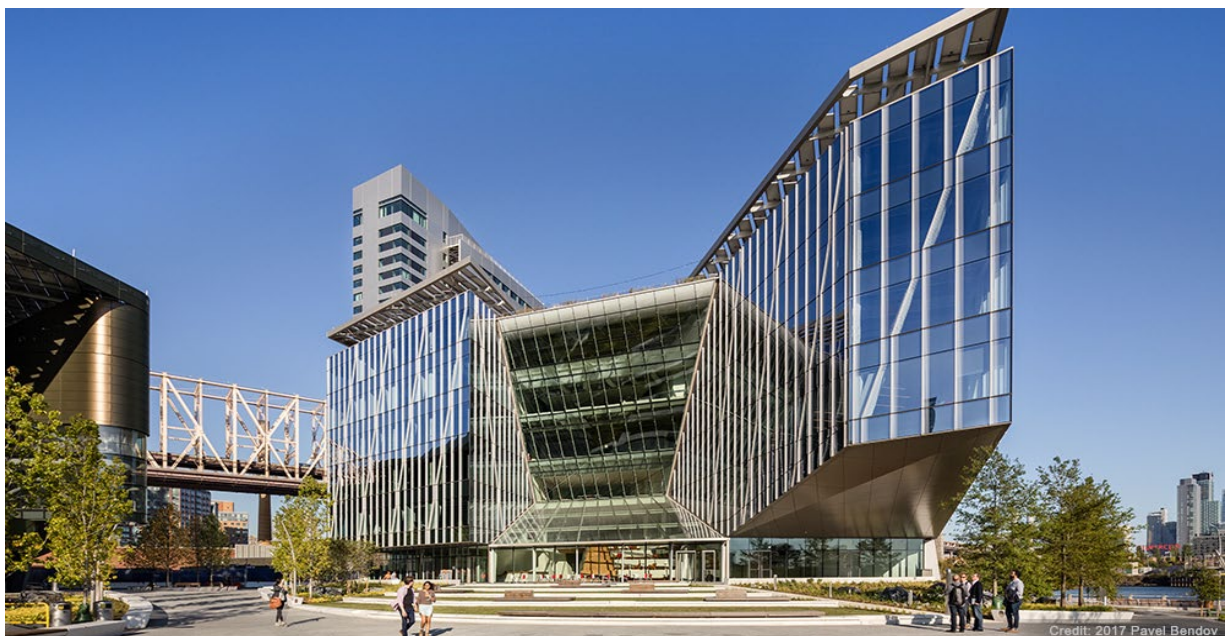
Additionally, Cornell Tech maintains a daily crime log of any crimes reported to the campus Safety & Security Department that occur on campus or within its Clery Act mandated geographic area. A copy of this log is available to the public 24 hours a day at the Bloomberg Center security desk.

Annual Fire Safety Report

The Annual Fire Safety Report includes fire statistics for each on-campus student housing facility, including fire protection system information and fire/evacuation drills conducted. The report also includes institutional policies, rules, and guidance documents concerning fire safety, such as procedures for student housing evacuation. You may obtain a copy of this report by contacting the Director of Safety & Security at 646-971-3611, by emailing security@tech.cornell.edu or by linking to www.security.tech.cornell.edu.

Reporting Crime and Requesting Assistance

Cornell Tech encourages all students, faculty, staff and other members of the Cornell Tech community, whether victim or witness, to promptly report any past crime, attempted crime, suspicious activity, or actual criminal activity for possible timely warning and annual statistical disclosure. If any such crime or activity occurs on campus or on the contiguous geographic perimeter of the campus, report it immediately to any member of the campus Safety & Security Department at 646-971-3611. If a telephone is not readily available, a request for assistance can be made utilizing one of the emergency blue lights located throughout the campus. A security team member will expeditiously respond to the condition reported, conduct a preliminary investigation, and make any necessary notifications to the local police precinct and to campus Safety & Security management. Additionally, non-emergency reports may be made confidentially at: <https://cornell.guardianconduct.com/incident-reporting>



Incidents of crime and other serious emergencies occurring on campus or on surrounding geographic areas which require **immediate assistance** should be reported directly to the NYPD by dialing 911. Reports to 911 may be made on a confidential basis. A 911 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. If callers believe they are in a hazardous situation and cannot remain on the call for an extended period of time, they should inform the operator of this at the beginning of the call. The operator can then request the minimum amount of information needed to get help on the way and can direct the caller to a safe place. At a minimum, the operator will need to know the caller's 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.

Crimes in progress, as well as other emergencies, should 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.

If reporting a non-emergency:

- Do NOT call 911
- Contact Cornell Tech Safety and Security Department at 646-971-3611

Additionally, members of the Cornell Tech community should report criminal offenses or other security concerns to the Director of Safety & Security or the Senior Director of Facilities Operations for the purposes of disclosure in the Annual Security Report and for possible issuance of a timely warning. Such information assists Cornell Tech with federally mandated reporting and notification requirements that help ensure the safety of the campus community.

Missing Students Who Reside in On-Campus Housing

If a member of the Cornell Tech community has reason to believe that a student who resides in on-campus housing is missing, he or she should **immediately** notify the campus Safety & Security Department at 646-971-3611. The campus Safety & Security Department will generate a missing person report and conduct a preliminary investigation.

After investigating the missing person report, should the campus Safety & Security Department determine that the student is missing, they will notify the New York City Police Department (NYPD) and the student's missing person contact within 24 hours after the student is determined to be missing. If the missing student is under the age of 18 and is not an emancipated individual, they will also notify the student's parent or legal guardian within 24 hours after they have determined that the student has been missing.

In addition to registering a missing person contact, students residing in on-campus housing have the option to identify confidentially an individual to be contacted by campus Safety & Security in the event the student is determined to be missing. If a student has identified such an individual, campus Safety & Security will notify that individual within 24 hours after the student is determined to be missing. Confidential contact information will be accessible only to campus officials and law enforcement and will not be disclosed outside of a missing person investigation.

Access Control and Building Security

Cornell Tech takes responsibility for faculty, staff, and student safety, as well as the security of the university's physical space and the assets contained therein very seriously. 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 Director of Safety & Security and Senior Director of Facilities Operations, 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 8.1 (Physical Security Systems). 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 limited by design, as to not compromise the integrity of the facility, with consideration given to hours of work, workspace, 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 8.1.

Access to the various facilities are controlled by security personnel located in the building lobbies or central dispatch office, under the jurisdiction of the campus Safety & Security Department. The campus Safety & Security Department receives safety information relevant to the campus from the NYPD and from the Roosevelt Island Public Safety Department. Cornell Tech maintains a closed building security system. Individuals with Cornell identification are permitted access, while unregistered visitors and guests must be announced. Additionally, access for deliveries, vendors, and contractors is coordinated through the Safety & Security Department.

On-Campus Residential Building

The House at Cornell Tech provides a 24-hour building concierge which monitors access and screens visitors via the main lobby entrance. All other exterior entrances are locked at all times. Temporary exceptions are only permitted to accommodate authorized events, such as furniture deliveries. All exceptions must be approved by the resident manager or his/her designee. Purposely violating the security policies by propping open any secured or locked doors or modifying a latch may result in disciplinary action.

Use good judgment with respect to building access, don't put yourself or others at risk by offering strangers access to locked buildings. Roofs, ledges, and overhangs are off limits. Please do not attempt to climb the exteriors of buildings.

Emergency Notifications

The Safety & Security Department provides emergency notifications to the campus community in the form of Timely Warnings and Emergency Mass Notifications via email, text messaging, and voice when a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees, including significant criminal incidents, occurs on campus or in an area surrounding campus that represents a continuing public safety threat. 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.

Every Cornell Tech community member should be enrolled to receive emergency messages and designate emergency contacts. To do so:

- Students: go to <http://studentessentials.cornell.edu>. Under the Personal section of Student Essentials, select Emergency Mass Notification and enter your information.
- Employees: go to <http://workday.cornell.edu> and after logging into Workday from the home page, click on the icon "Important Links: Employees". Select Emergency Mass Notification and enter your information.

Additionally, campus community members may visit <https://security.tech.cornell.edu/> to enroll their cell phones to receive voice calls & text messaging via the TechAlert notification system.

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 Director of Safety & Security (or his/her designee), the Senior Director of Facilities Operations (or his/her designee), in consultation with 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 a TechAlert email. It will also be posted to the campus community on the Safety & Security website, <https://security.tech.cornell.edu/>.

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. Warnings will be issued, unless issuing a warning will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Significant criminal incidents that might elicit a timely warning include all Clery reportable crimes, or other criminal acts that pose a serious or continuing threat to the campus community.

Anyone with information about criminal incidents that might warrant a timely warning should report the circumstances to the Campus Safety & Security dispatch office at 646-971-3611 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 Director of Safety & Security (or his/her designee), the Senior Director of Facilities Operations (or his/her designee) in consultation with the NYPD as appropriate, 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 via voice, email and text messaging. Director of Safety & Security will distribute emergency information and updates to the Chief of Roosevelt Island Public Safety and the Commanding Officer of the 114th Precinct. An emergency mass notification would not be distributed only if it could compromise efforts to contain the emergency.

Comprehensive tests are conducted by the Director of Safety & Security twice a year, once in the fall and once in the spring semesters for voice, email, and text messaging systems, and an analysis is completed immediately after the test. Any deficiencies are identified and immediately remedied. Documentation of testing is maintained by the Director of Safety & Security. Additional testing may be conducted subsequent to any repairs. The campus community is notified in advance of the tests.

IT Security

Criminals target Cornell accounts to gain access to your personal information and university resources. Multifactor authentication (Duo) provides extra protection for your NetID, but your vigilance provides even more; monitor and report authentication prompts you did not initiate.

Online attackers often impersonate trusted individuals to trick people into revealing their passwords, releasing other sensitive information, or infecting their devices. They might fabricate fake research opportunities or job offers from Cornell staff and faculty and send these scams by text or email. Always remember that common scams want you to send money or buy gift cards. If an offer sounds too good to be true, or instructions feel odd (like asking you to send money to your boss or instructor), think twice! Call the individual at a published number or contact the IT Security Office.

Protect Your NetID and Password

Learn how to spot fraudulent emails (phishing). it.cornell.edu/confirm

Report suspicious emails with PhishAlarm. <https://it.cornell.edu/security-and-policy/phish-reporting>

See the Phish Bowl for examples of fake emails that have been sent to students and other members of the Cornell community. If you get one, never click on links in it. it.cornell.edu/phish-bowl

Check the Verified Communications page for authentic messages from a legitimate university source. verified.cornell.edu (Cornell NetID login required)

Watch out for Duo-based attacks - if you receive a Duo prompt you are not expecting, especially if it's a Duo method you don't usually use (like SMS or phone call), an attacker has probably compromised your password. Deny the Duo push, report it as fraud, and change your password right away.

Take additional steps to protect your identity outside of Cornell as well. it.cornell.edu/id-theft

Protect Your Personal Devices

Follow these four simple steps to protect your phone, tablet, or computer: use a current OS; install anti-virus software and accept security updates; encrypt the device; and enable remote wipe for lost or stolen devices. Also, regularly back up your devices and data so that you can always recover valuable information. it.cornell.edu/device-security

Get Help for IT Security Problems

If you suspect your NetID password has been stolen:

1. Change your password immediately at netid.cornell.edu. (If you cannot change your password, contact the IT Service Desk at it.cornell.edu/support.)
2. Report the incident immediately to itsecurity@cornell.edu.

If a scammer stole your money, or affected you financially:

1. Contact the Cornell University Police Department to file an initial report.
2. Report the incident immediately to itsecurity@cornell.edu.

Learn More about IT Security

Find more IT Security tips and information at: itsecurity.cornell.edu and it.cornell.edu/students

Campus Safety and Crime Prevention Outreach Programs

The Safety & Security Department regularly conducts scheduled building fire drills and evacuation drills, in accordance with NYC regulations, for the entire campus.

Cornell Tech Safety & Security 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 personal safety tips and a demonstration of personal alarm systems.
- **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.
- **Fire Safety** discusses fire prevention and emergency procedures to follow in the event of a fire.
- **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.
- **Active Shooter Awareness** teaches strategies for dealing with an active shooter on campus, before and after police arrive on the scene.

Contact the Director of Safety & Security at 646-971-3611, or the Senior Director of Facilities Operations at 646-971-3660, or send an email to security@tech.cornell.edu to inquire about any of these programs, services, video resources and training materials.

Alcohol and Drugs on Campus

Cornell University uses a comprehensive, public health approach to prevent harm and reduce alcohol and other drug (AOD) misuse among the Cornell student community. AOD misuse is contrary to the learning mission of the university and has negative impacts not only for those who engage in these behaviors but also on the wider campus community (i.e., on other students, staff, faculty), and on the local community. Cornell University will assist members of the university community in understanding the risks associated with using AOD and strategies to reduce and/or prevent harm.

Cornell Health offers a wide variety of AOD services for students — from education to individual and group support — as well as referrals for treatment that are sensitive to the challenges university students face regarding AOD use. Cornell Health provides services for students who want to learn more about their own use, reduce or eliminate use, or are worried about a friend or family member's use or dependency. To learn more, visit health.cornell.edu [search "Identifying an AOD problem"].

Cornell University Policy 4.8 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, including health risks, that can result from drinking or other drug use, a description of the applicable legal sanctions under state law for the unlawful possession or distribution of alcohol and other drugs, and a list of campus resources, including Cornell Health. 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 online at https://policy.cornell.edu/sites/default/files/policy/vol4_8.pdf. The unlawful manufacture, distribution, dispensation, possession, use, and/or sale of controlled substances or other illegal drugs is prohibited. Additionally, while NY legalized recreational use of cannabis for adults aged 21 and older, cannabis use is prohibited on Cornell's campus.

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 about the risks associated with the use and misuse of alcohol and other drugs. In addition, the Cornell Student Code of Conduct ("Code") sets forth procedures and sanctions for violations of the policy on

Alcohol or Drug-Related Behavior. Possible sanctions range from an oral warning to dismissal. The Code is available online at <https://scl.cornell.edu/studentconduct>.

Cornell, like other institutions of higher education, is required to conduct a Biennial Review of its alcohol and other drug (AOD)-related initiatives as a condition of the federal Drug-Free Schools and Campuses Act. A corresponding written report must describe our AOD Prevention Program, including a description of related activities, services, and resources, copies of the annual notification of campus AOD policies and local, state, and federal laws, and corresponding disciplinary sanctions for policy violations.

The Biennial Review provides a programmatic summary of campus-wide efforts regarding AOD-related programs, policies, and initiatives that were conducted between July 2022 and June 2024. It includes descriptions of our campuswide AOD-related programming, educational initiatives, and adjudication of AOD-related policy violations. The report is available on the Cornell Health website at <https://health.cornell.edu/initiatives/skorton-center/alcohol-other-drug-initiatives>.

Weapons Prohibition on Campus

A campus is no place for a weapon. It is a crime in New York State to possess a rifle, a shotgun, a BB gun, an air gun, a spring gun, or other firearm in or on the buildings or grounds of any school, college, or university, even if you have a valid New York State firearm permit. On-duty members of law enforcement with official government credentials are exempted from this prohibition.

This prohibition includes possessing a firearm while dropping off or picking up someone on the campus or while just driving through the campus. It is also a crime to possess nunchakus, daggers, switchblades, locking butterfly knives, stun guns, and any other instruments deemed unlawful by section 265.01 of the New York State Penal Law.

Similarly, it is a violation of Cornell's Campus Code of Conduct to possess, carry, or use firearms—including ammunition or explosives—or other dangerous weapons, instruments, or substances in or on university premises.

Sexual Violence

Dating and Domestic Violence, Sexual Assault, and Stalking

Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for students, faculty, and staff. Under its Policy 6.4 and the applicable procedures, Cornell prohibits Dating and Domestic Violence, Sexual Assault and Stalking and provides means to address reports of these forms of prohibited conduct¹. The Cornell Office of Civil Rights (COCR) is responsible for Policy 6.4; the Title IX Coordinator within that office leads the effort to address reports of Sexual Assault, Dating and Domestic Violence, and Stalking and ensures compliance with awareness and prevention requirements.

In an ongoing effort to prevent Dating and Domestic Violence, Sexual Assault, and Stalking, the university provides awareness and prevention education for the Cornell community and follows a specific set of procedures (available at <https://officeofcivilrights.cornell.edu/policies-procedures/non-discrimination-policy-6-4/current-policy-6-4-procedures/>) when an incident of Dating and Domestic Violence, Sexual Assault, or Stalking is reported to the University.

Cornell's Educational Programs and Campaigns to Promote Awareness of Dating and Domestic Violence, Sexual Assault, and Stalking

Definitions. Cornell prohibits Dating and Domestic Violence, Sexual Assault, and Stalking as they are defined under the Clery Act. Of note, these terms are not used in the New York State Penal Code. In the New York State Penal Code “sexual offenses,” “family offenses,” and “stalking” are all crimes, and are defined in further detail, below.

Under New York State penal code, sexual offenses (including rape and sexual abuse) are crimes. Lack of consent to a sex act can result from (a) forcible compulsion, (b) incapacity to consent, (c) no express or implied acquiescence, where the offense charged is sexual abuse or forcible touching, or (d) clear expression of non-consent, where the offense charged is rape. NYS law states that a person is incapable of consent when he or she is (a) under the age of 17, (b) mentally disabled, (c) mentally incapacitated, (d) physically helpless, or (e) committed to the care of the state.

New York State does not specifically define domestic violence or dating violence. However, in New York, “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.

Under New York State penal code, stalking is an intentional course of conduct, directed at a specific person, that causes fear for their health, safety or property, or the health, safety or property of their family or acquaintances; harm to the mental or emotional health of that person; or fear that their employment, business or career is threatened.

¹ *Policy 6.4 covers additional forms of prohibited conduct, as well (bias, discrimination, harassment, and sexual and related misconduct).*

For more information, contact Cornell Police on the Ithaca campus at (607.255.1111) or Cornell Tech Safety & Security on the New York City campus at (646.971.3611). The New York State Penal Code can be found at: public.leginfo.state.ny.us.

Education and Prevention. Cornell provides comprehensive educational programs and campaigns that are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research. Primary prevention and awareness programs for incoming students and new employees include a statement that the University will not tolerate Dating and Domestic Violence, Sexual Assault, and Stalking, and defines those terms and affirmative consent in reference to sexual activity; a description of safe and positive options for bystander intervention; and information on risk reduction.

In Fall 2024, incoming first year and transfer students were required to complete the online program *OIETIX 200: Undergraduate Student Responsibility*. Incoming graduate and professional students were required to complete *OIETIX 100: Graduate and Professional Student Responsibility*. Both programs provided information about the University's policies and resources related to Dating and Domestic Violence, Sexual Assault, and Stalking (among other related topics). These programs were designed to increase awareness of these crimes. They also outlined options for bystander intervention and information on risk reduction. Ongoing student programming includes interactive seminars and presentations held throughout the year.

Cornell requires all new employees to complete the online program *HR 300: Employee Responsibility – Sexual and Related Misconduct* upon hire. This program educates employees about Dating and Domestic Violence, Sexual Assault, and Stalking prevention and response. Additionally, employees are required each year to complete an annual “refresher” course called *HR 301: Employee Responsibility – Sexual and Related Misconduct*. Cornell also offers in-person programs and written materials for faculty and staff. These programs address prevention and awareness of Dating and Domestic Violence, Sexual Assault, and Stalking (as well as other forms of related misconduct), emphasizing importance of refraining from prohibited conduct and how to report such conduct to the university.

Numerous additional educational programs and campaigns are conducted by Residential Programs, Cornell Health, Cornell Public Safety, the Cornell Office of Civil Rights, Human Resources, and other university units/departments throughout the academic year. Some examples include: educational programs, that promote the value of being a caring community, educate students about risk reduction and positive options for bystander intervention, and primarily reach students in Greek life, athletic teams and residence halls; annual training for all student-athletes covering sexual violence topics and resources at Cornell; required training for all registered student organization officers to raise awareness about Dating and Domestic Violence, Sexual Assault, and Stalking and provide resources; training for residential staff on how to respond to a report of sexual violence; interactive trainings for students on topics including building healthier relationships, sex and values, and mental health; and Intervene, an online video as well as an in-person program that provides exposure to a variety of scenarios—sexual assault, sexual harassment, intimate partner abuse, hazing, an alcohol emergency, emotional distress, and bias to show how students can make a difference.

The University maintains a comprehensive website “SHARE-Sexual Harassment and Assault Response and Education,” <https://share.cornell.edu/>, which provides resources and updated information for faculty, staff, students, visitors and the local community.

Procedures Victims Should Follow if They Experience Dating and Domestic Violence, Sexual Assault, and Stalking

Victims of Dating and Domestic Violence, Sexual Assault, and Stalking are encouraged to seek health care services as needed at local hospitals and Cornell Health on the Ithaca campus. Victims can benefit from being examined for physical injury and/or sexually transmitted infection and may confidentially discuss the risk of pregnancy with a healthcare provider.

If an individual on the Ithaca campus requires medical care after an assault, Cornell Health staff or the Cornell Police can arrange transportation to Cornell Health or Cayuga Medical Center. Confidential consultations through Cornell Health are available 24 hours a day to provide information to survivors of sexual assault at Cornell. If an individual on the Cornell Tech NYC Campus requires medical care after an assault has occurred, the Cornell Tech Safety & Security Department can arrange to have transportation to the nearest city hospital via NYC emergency medical services.

If an individual is considering criminal action related to an assault, they are advised to seek medical care at a hospital as soon as possible. Bathing, showering, douching, or even changing clothes is not advised, as it may lead to inadvertently removing evidence. The kind of evidence that supports a legal case should be collected within 96 hours of an assault. Through the Sexual Assault Nurse Examiner (SANE) program, a registered nurse can conduct a special examination to collect evidence simultaneously with administering medical care.

For all crimes (not just those involving physical assault), complainants are advised to keep evidence such as emails, texts, voicemails, letters, notes, etc. They are advised to photograph anything that the accused damages and any injuries they cause. Victims are also encouraged to ask witnesses to document what they see. Every piece of information could help make the decision whether to move forward with a criminal action and may be helpful in obtaining an order of protection.

Reporting to Law Enforcement. Victims of Dating and Domestic Violence, Sexual Assault, and Stalking, have the right to make a report to Cornell University Police, local law enforcement, and/or state police or choose not to report; to report the incident to Cornell; to be protected by Cornell from retaliation for reporting an incident; and to receive assistance and resources from Cornell. A report is an account or description of a specific incident. An individual may make a report without filing a criminal complaint.

Reports to law enforcement can be made via Blue Light phone, in person, or in writing. A reporter should tell the Cornell Police on the Ithaca campus or Cornell Tech Safety & Security on the New York City campus if they are unsafe or have any injuries. Victims may request transportation to medical and/or psychological care. The Cornell Police on the Ithaca campus or Cornell Tech Safety & Security on the Tech campus can help in notifying local law enforcement or pursuing a criminal complaint or other legal action, such as an order of protection.

In New York State, Family Courts, criminal courts, and Supreme Courts can all issue orders of protection. The University will comply with, and Cornell Police and Cornell Tech Safety & Security will enforce, an order of protection or similar lawful order issued by a criminal, civil, or tribal court.

Reporting to Cornell Administration (Title IX Coordinator in the Cornell Office of Civil Rights). Reports to the University can be made by contacting the University Title IX Coordinator at:

- Phone: 607.255.2242
- Email: titleix@cornell.edu
- In Person: 500 Day Hall on the Ithaca campus
- Via Online Incident Report: <https://cornell.guardianconduct.com/incident-reporting>.

An individual may choose whether to file a formal Policy 6.4 complaint through the Cornell Office of Civil Rights and/ or a criminal complaint through the criminal justice system. The Title IX Coordinator can assist a victim with notifying law enforcement authorities and filing a complaint under Policy 6.4.

Once a report is made to the Title IX Coordinator, the victim (if identified) will receive a written explanation of their options for counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services for victims both at Cornell and within the community. They will also receive a written notification of supportive measures available to them, including changes to academic, living, transportation, work situations, and other protective measures. These services are available regardless of whether a victim also reports to law enforcement.

Protecting Confidentiality

Privacy and Confidentiality. All Cornell offices and employees, including the Title IX Coordinator, will maintain an individual's privacy to the greatest extent possible. The information provided to a nonconfidential resource will be relayed only as necessary for the Title IX Coordinator to address the report. Protective measures and accommodations will be kept confidential, except to the extent the need to be disclosed in order for the measure to be implemented. If an individual does not wish to report to the University, but does wish to seek assistance and advice, they should consider speaking with a confidential resource (descriptions and contact information listed in "Resources for Victims" below).

The University strongly supports a complainant's decision not to notify the accused that a report has been made. When a complainant decides not to pursue resolution through the University, that decision will be honored unless doing so would not adequately mitigate the risk of harm to the complainant or other members of the University.

In all cases – whether the complainant opts to pursue resolution through a University process or the University initiates its own investigation – parties and witnesses in an investigation are to be protected from unreasonable disclosure of their involvement in processes, and of any information they reveal during their participation.

The university encourages participants not to reveal any information they learn during the process, other than for the purpose of consulting with advisors and attorneys, and incidental to seeking support and advice from family, clergy, health professionals, and others playing a similar role. If a participant is eighteen (18) years or older, the university will not contact parents or other family members. Friends, faculty, coaches, supervisors, co-workers, etc. are not contacted either, unless they are witnesses or necessary to implement supportive measures or resolution. Parties may choose whether to disclose or discuss with others the outcome of a formal complaint. The University will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without inclusion of personally identifying information about the victim.

Resources for Victims

Cornell provides counseling and other support services for students, faculty, and staff who are victims of Dating and Domestic Violence, Sexual Assault, and Stalking. For confidential support, community members may seek assistance from:

- Cornell Health (medical and mental health providers, students only): 607.255.5155
- The Cornell Faculty and Staff Assistance Program (FSAP) (mental health providers, faculty and staff only): 607.255.2673
- The director of the Cornell Office of Spirituality and Meaning Making and the pastoral counselors of Cornell United Religious Work Chaplains (CURW): 607.255.6002
- The Cornell Victim Advocacy Program: 607.255.1212, victimadvocate@cornell.edu
- The professional staff of the Cornell Gender Equity Resource Center: 607.255.0015, GenEq@cornell.edu
- The professional staff of the Cornell LGBT Resource Center: 607.254.4987, lgbtrc@cornell.edu
- Office of the University Ombuds: 607.255.4321, ombuds@cornell.edu
- The Advocacy Center of Tompkins County 24/7 hotline: 607.277.5000, info@actompkins.org

Conversations with the University's confidential resources are kept strictly confidential and, except in rare circumstances, will not be shared without explicit permission. Cornell Health, FSAP, and CURW will not share with the University's Title IX Coordinator or any other University officials any information disclosed to them in the course of providing medical and/or mental health services or pastoral counseling. Generally, these conversations are also legally privileged in the event of court proceedings. The director of the Office of Spirituality and Meaning Making and pastoral counselors of the Cornell United Religious Work Chaplains, the Cornell Victim Advocates, the professional staff of the WRC and LGBT Resource Center, the Community Response Team and the Ombuds will not convey any personally identifiable information to the University Title IX Coordinator or any other University officials; however, they may share with the University's Title IX Coordinator de-identified statistical or other information regarding prohibited conduct under Policy 6.4. The Advocacy Center is independent of Cornell and has no duty to consult with the University.

For confidential support resources other than those listed above, call the New York State Domestic and Sexual Violence hotline 1.800.942.6906

Institutional Disciplinary Action in Cases of Reported Dating and Domestic Violence, Sexual Assault, and Stalking

Cornell prohibits students and employees from engaging in Dating and Domestic Violence, Sexual Assault, Sexual Exploitation, and Stalking. Where the accused is a student or employee, the procedures for resolution, which include definitions of these forms of prohibited conduct, are available at <https://officeofcivilrights.cornell.edu/>.

Adjudication of a Complaint under Policy 6.4

Under Policy 6.4, the University Title IX Coordinator is responsible for accepting, processing, determining jurisdiction, and overseeing the investigation of formal complaints. If a complainant requests, and if the matter falls within University jurisdiction, the Title IX Coordinator will promptly initiate a formal complaint process under Policy 6.4.

The University's response to Dating and Domestic Violence, Sexual Assault, and Stalking, will be prompt, fair, and impartial from the initial response to a report to final resolution. It will be conducted in a manner that is transparent, equitable, and consistent with the University's policies. The University will keep both parties informed of the complaint's status, as appropriate, including providing simultaneous notification, in writing, of the result of a disciplinary proceeding, the procedure for appeal, any change in

the outcome, and when the outcome becomes final. Appropriately trained individuals— who receive annual training on Dating and Domestic Violence, Sexual Assault, and Stalking, and how to conduct such proceedings in a way that protects the safety of both parties and promotes accountability, and who do not have a conflict of interest or bias for or against the complainant or the respondent—will conduct Dating and Domestic Violence, Sexual Assault, and Stalking proceedings.

Supportive Measures. The University offers a range of resources, support services, and measures to protect the safety and well-being of the complainant, the respondent, and the community and to promote an accessible educational environment. After receiving a report or pending resolution of a formal complaint, the university may put in place appropriate and reasonably available supportive measures, which are non-disciplinary and non-punitive. Supportive measures include assistance in changes to academic, living, transportation and working situations, no-contact orders, security escorts, facilitated agreements to delete consensually- obtained nude or sensitive images, or restrictive orders. The Title IX Coordinator is responsible for coordinating supportive measures.

Temporary Suspension. Once a formal complaint has been filed, a temporary suspension may be issued in extraordinary circumstances, where immediate action is necessary to protect the complainant, or any other individual and supportive measures are deemed insufficient to protect the complainant or University community.

Procedure for Resolution of Formal Complaint for Sexual Assault, Dating and Domestic Violence, or Stalking

A formal complaint against a student or employee Dating and Domestic Violence, Sexual Assault, and/or Stalking may be filed under Policy 6.4. The formal complaint procedure is administered by the Cornell Office of Civil Rights; it is comprised of an investigation, hearing, and appeal. At all times during the process, both parties will have the opportunity to be accompanied by an advisor of their choice. The University will not limit a party's choice of advisor or their presence; except that it may establish restrictions regarding the extent to which the advisor may participate in the proceedings, so long as those restrictions apply equally to both parties.

During the investigation, an appropriately trained investigator will gather information from the parties and other individuals who have relevant information, and gather relevant available evidentiary materials, including physical evidence, documents, communications between the parties, and other electronic records and media as appropriate. The parties will be interviewed separately and will not appear in the same room during the investigation. The parties will have the opportunity to review and comment on the information gathered by the investigator prior to the investigator finalizing the investigative report and record. Both parties will receive a copy of the investigative report and record simultaneously. COCR aims to complete an investigation within ninety (90) business days of the date the accused is notified of the formal complaint.

The parties may submit written opening statements and witness requests prior to the hearing. Both parties have an opportunity to testify and request witnesses. The parties will not appear in the same room during the hearing and may never directly address each other during the hearing. The Hearing Panel will issue a written decision as expeditiously as possible upon completion of deliberations.

Findings of responsibility and determinations regarding sanctions and remedies are made through a hearing process conducted by a three-member Hearing Panel and a non-voting Hearing Chair. The standard of evidence under Policy 6.4 is a preponderance of the evidence (i.e., it is more likely than not that the respondent engaged in the prohibited conduct).

Disciplinary sanctions in matters may include measures similar in kind to supportive measures, appropriate educational steps (such as alcohol or drug education, reflection papers, counseling, or directed study), restrictions or loss of specified privileges at the University for a specified period of time, oral warnings, written reprimands, disciplinary probation for a stated period, demotion (employees), removal from administrative or other position held in addition to primary position (employees), salary reduction or other monetary penalty (employees), suspension from the University for a stated period not to exceed three (3) years (students), unpaid suspension of employment (employees), dismissal from the University (students), and termination of employment (employees).

The complainant and the respondent are both permitted to appeal the Hearing Panel's findings on responsibility and determinations regarding sanctions and remedies. All appeals will be heard by a three-member Appeal Panel. The Appeal Panel will establish a reasonable schedule for issuing a written decision, typically no later than thirty (30) business days. This decision is final and not subject to further appeal.

Victim's Rights and Notifications

The University will upon written request disclose to the alleged victim of a crime of violence (as that term is defined in Section 16 of Title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for the purposes of this paragraph.

Victim Advocacy

The **Victim Advocacy Program** provides assistance to members of the Cornell community who are victims of harmful, threatening, or violent incidents.

Advocates support individuals who have experienced: Sexual assault or rape; violent or potentially violent relationships; stalking; harassment; physical or emotional/mental assault; bias-related incidents; hazing; other types of victimization.

Victim Advocates provide a wide range of services, depending on the needs and concerns of the individual. Victim Advocates offer non-judgmental listening, support, the opportunity to understand options to make an informed decision, and time to consider how to move forward and heal. **The Victim Advocacy service is confidential and free**, and designed to help each individual pursue the course of action they feel is best for them.

To schedule an appointment with a Victim Advocate, you may call 607-255-1212 Monday-Friday 9am-5pm or email victimadvocate@cornell.edu. While this is not a crisis service, messages are returned promptly, and appointments are scheduled as soon as possible.

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.

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, gender identity or expression, 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 Bias, Discrimination, Harassment, and Sexual and Related Misconduct—is an action that one could reasonably and prudently conclude is motivated, in whole or in part, by the alleged offender’s bias against and actual or perceived aspect of diversity including, but not limited to membership in an Equal Education and Employment (EEO) protected class (e.g. disability, race sex, gender identity).

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. Cornell utilizes its Reporting Bias System to track and address—on a case-by-case basis bias incidents in which the involved persons are known, unknown, or may not be readily identifiable. To facilitate the assessment of bias incidents and the appropriate follow-up, reported incidents allegedly committed by Cornell faculty, staff or unknown individuals are routed to the Cornell Office of Civil Rights and incidents allegedly committed by Cornell students are routed to the Bias Assessment & Review Team (BART)—the coordinating hub of a network of existing bias liaisons from across the university. Complaints of bias may be referred to another appropriate university office—such as the Office of Student Conduct and Community Standards—or OIETIX or BART may work collaboratively with campus partners to determine the best method of intervention to address 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 <https://cornell.guardianconduct.com/incident-reporting>. Stated clearly, anyone can report a bias incident. 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 online at diversity.cornell.edu. You can also contact the Cornell Office of Civil Rights which is open from 9:00 a.m.—4:30 p.m. Monday through Friday at 500 Day Hall or call 607.255.2242 or email equity@cornell.edu. An annual report related to the Reporting Bias System is published at diversity.cornell.edu.

Hazing

Preventing and addressing hazing at Cornell University is consistent with our commitment to providing a safe, inclusive, and respectful learning, living, and working environment for students, staff, and faculty. Hazing is a serious public health issue that affects every member of our community.

Cornell's Student Code of Conduct ("Code") establishes expectations for all students in recognized and registered student organizations (including fraternities and sororities) on its Ithaca campus, its Cornell AgriTech campus in Geneva, NY, and at Cornell Tech in New York City. Importantly, the Code includes hazing in the list of prohibited conduct.

Cornell's Office of Student Conduct and Community Standards (OSCCS), a department within the Division of Student and Campus Life, is responsible for upholding community expectations for all individual students and registered student organizations. OSCCS manages the student conduct system for individual students and registered student organizations, including managing reports of hazing (a violation of the Code), by following the process outlined in the Student Code of Conduct Procedures. The Code and Procedures are available online at <https://scl.cornell.edu/studentconduct>.

Additionally, while Cornell varsity athletic teams (as opposed to individual student athletes) do not fall within the jurisdiction of the Code and OSCCS, Cornell's Student Athlete Handbook <https://cornellbigred.com/sports/2018/3/22/student-athlete-handbook.aspx> and Cornell's Student-Athlete Rights and Responsibilities <https://cornellbigred.com/sports/2018/4/24/student-athlete-rights-and-responsibilities.aspx> specifically state that varsity student-athletes are precluded from participating, in fact and/or in spirit, in hazing as defined in the Code.

Definitions

Cornell University prohibits hazing as defined in the Student Code of Conduct:

Hazing is any act that, as an explicit or implicit condition of recruitment, admission, or initiation into, affiliation with, or new or continued membership status within a group, team, organization, living group, or academic group or cohort, does one or more of the following:

1. *Causes, encourages, or compels another person to engage in any activity that could reasonably be perceived as likely to create a risk of mental, physical, or emotional distress or harm; examples include but are not limited to:*
 - a. *Undertake acts of servitude or menial tasks;*
 - b. *Undergo undue financial expenditures;*
 - c. *Engage in acts relevant to those of the group (for example practice or training activities), but in a manner that a reasonable person would consider excessive or dangerous;*
 - d. *Abuse, humiliate, degrade, or taunt another person or persons.*
2. *Involves any of the following:*
 - a. *Consumption of alcohol or drugs;*
 - b. *Consumption of unpalatable substances, or palatable substances to excess;*
 - c. *Damage to or theft of property, or any other illegal act;*
 - d. *Violation of any University policy.*

3. *Subjects any other person (including an existing member or cohort of existing members of the group) to any of the above activities.*

Hazing can occur on or off campus, and in person or in virtual settings. The individual subjected to hazing does not need to regard or identify the act as hazing. The fact that an individual does not object to and/or appears willing to participate in the activity, does not signify the conduct is not hazing.

Additionally, New York State has two laws against hazing, which are described in detail below.

According to the New York State Penal Law:

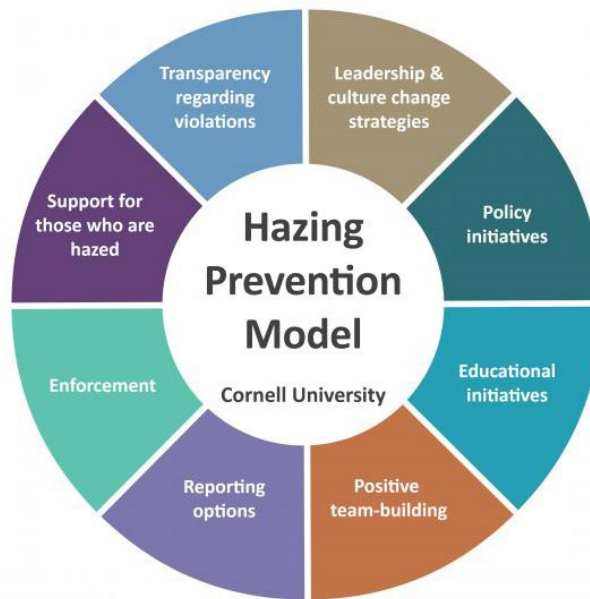
- 120.16: Hazing in the first degree:
 - A person is guilty of hazing in the first degree when, in the course of another person's initiation into or affiliation with any organization, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury.
 - Hazing in the first degree is a class A misdemeanor.
- 120.17: Hazing in the second degree:
 - A person is guilty of hazing in the second degree when, in the course of another person's initiation or affiliation with any organization, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person.
 - Hazing in the second degree is a violation.

For questions regarding these laws, contact the Division of Public Safety Communications Center on the Ithaca campus at (607.255.1111) or Cornell Tech Safety & Security on the New York City campus at (646.971.3611).

Education and Prevention

As a Health Promoting Campus, <https://healthpromotingcampus.cornell.edu/>, Cornell is dedicated to promoting the health and well-being of all students, staff, and faculty in support of academic, work, and life success. Hazing practices are directly at odds with Cornell's core values of well-being and belonging and are not tolerated in our community. Cornell has a longstanding commitment to addressing and preventing hazing and applies a campus-wide, comprehensive, public health approach to hazing prevention.

Cornell's Hazing Prevention Model (Marchell et al., 2022) recognizes that all members of the Cornell community have a shared responsibility to prevent and respond to hazing and was informed by the Hazing Prevention Framework <https://stophazing.org/resources/hazing-prevention-framework/> (Allan et al., 2018). This approach addresses several key areas:



For more information about Cornell’s Hazing Prevention Model visit: hazing.cornell.edu/education/hazing-prevention-model

Cornell offers research-informed educational and awareness programs and information about hazing designed to reach students, staff, and faculty. Multiple departments, including the Skorton Center for Health Initiatives at Cornell Health, the Office of Student Conduct and Community Standards, and the Cornell Team and Leadership Center offer educational trainings on how to recognize and respond to hazing, prevention strategies, bystander intervention strategies, Cornell’s definition of hazing, positive team-building, and healthy group dynamics. Additionally, Sorority & Fraternity Life, Campus Activities, Athletics & Physical Education, and Housing & Residential Life collaborate with campus partners to deliver hazing prevention education to their respective communities throughout the academic year. Hazing prevention and educational training offerings to the Cornell community include:

- For students: <https://health.cornell.edu/initiatives/student-engagement>
 - Intervene <http://www.health.cornell.edu/intervene> (an evidence-based bystander intervention program designed for undergraduate, graduate, and professional students)
 - How to Recognize and Respond to Hazing
 - The Spectrum of Relationships
 - The annual Antonio Tzialas ‘23 Hazing Prevention Week
- For staff/faculty: <https://health.cornell.edu/initiatives/resources-faculty-staff>
 - How to Recognize and Respond to Hazing

Additionally, Cornell University maintains a comprehensive website, hazing.cornell.edu, as the centralized source of educational resources for students, staff, faculty, alumni, parents, families, and others. The site includes a hazing fact sheet collection, definitions of hazing, reporting options, support resources for those who have been hazed, and transparency regarding campus violations. The site also provides information about Cornell’s social norms campaign <https://hazing.cornell.edu/education/social-norms-campaign>, another research-informed strategy to reduce hazing.

Reporting Options

People who have been hazed have the right to make a report to the University and/or to local or state law enforcement. If a member of the Cornell community has been hazed, has witnessed hazing, or suspects someone they know has been hazed, confidential and anonymous reports can be made to the University online, in-person, or by phone:

- Submit an anonymous or confidential online report:
 - at hazing.cornell.edu or
 - by going directly to cornell.guardianconduct.com/incident-reporting and select 'hazing' as the report type.
 - Varsity athletes can also make an online report to the University through RealResponse
- Make a phone call to a University staff member:
 - For the Cornell Ithaca Campus:
 - Discuss concerns about any group:
 - Cornell's Public Safety Communications Center: 607.255.1111
 - Dean of Students: 607.254.8598
 - Office of Student Conduct and Community Standards: 607.255.4680
 - Ask questions and/or share information about a specific group, team, or organization:
 - Athletics & Physical Education (for concerns about an athletic team): 607.255.8832
 - Campus Activities (for concerns about a registered student organization): 607.255.4169
 - Sorority & Fraternity Life (for concerns related to social fraternities or sororities): 607.255.2310
 - For the Cornell AgriTech Campus:
 - City of Geneva Police Department: 585.394.4560
 - For the Cornell Tech Campus:
 - Cornell Tech Safety & Security: 646.971.3611

Notifying law enforcement: The Cornell University Police Department on the Ithaca campus and the Cornell Tech Safety & Security on the Cornell Tech campus in New York City can help in notifying local law enforcement or pursuing a criminal complaint or other legal action, such as an order of protection.

Resources for People Who Have Been Hazed

People who have experienced hazing deserve support.

For confidential support, members of the Cornell community may seek assistance from:

- Cornell Health (medical and mental health care for students): 607.255.5155
- Victim Advocacy Program: 607.255.1212, victimadvocate@cornell.edu
- Office of the University Ombuds: 607.255.4321, ombuds@cornell.edu

Members of the Cornell community may also seek assistance from Student Support and Advocacy Services: 607.254.8598, studentsupport@cornell.edu, who will protect the privacy of community members to the greatest extent possible.

Supportive Measures: Regardless of whether the student conduct process is initiated, the University offers a range of resources, support services, and measures to protect the safety and well-being of the reporter(s) or complainant(s), the respondent(s), and the community and to promote an accessible educational environment. After receiving a report or pending resolution of a formal complaint, University offices can assist in establishing appropriate and reasonably available supportive measures, which are non-disciplinary and non-punitive. Supportive measures include assistance in changes to academic, living, transportation and working situations, no-contact orders, security escorts, facilitated agreements to delete consensually obtained sensitive images, or restrictive orders.

Investigation, Adjudication, and Sanctioning Process for Reports of Hazing

For Individual Students & Recognized and/or Registered Student Organizations:

The Office of Student Conduct and Community Standards (OSCCS) is responsible for receiving, processing, determining jurisdiction, and overseeing the investigation and adjudication of hazing reports for individual students and registered student organizations (including fraternities and sororities) on the Ithaca campus, the Cornell AgriTech campus in Geneva, NY, and on the Cornell Tech campus in New York City. OSCCS follows the Student Code of Conduct Procedures to ensure the University's response to reports of hazing is prompt, fair, and impartial from the initial response to a report to final resolution. Reports of any alleged violation of the Code can be resolved through either the Alternative Dispute Resolution Process or Formal Complaint Process (see below for more information).

Alternative Dispute Resolution Process: The Code aims to foster a system that prioritizes accountability, education, and the growth of students as responsible community members. Procedures in the Code enable the Director to handle many Reports (or Formal Complaints) in a flexible way to address the alleged misconduct promptly and, where appropriate, in a manner emphasizing education, restorative justice, and rehabilitation. At any time, the Director may also recommend that the parties explore restorative justice opportunities, alternative dispute resolution and/or for any Respondent to undertake voluntary alcohol or other drugs ("AOD") screening, education and prevention programming, rather than continuing under the Formal Complaint process.

Formal Complaint - Investigation Process: In cases where a Formal Complaint is initiated, the OSCCS will gather information regarding the allegations through a thorough and comprehensive investigation. During the investigation, a trained investigator will gather information from the parties and other individuals who have relevant information, as well as relevant available evidentiary materials (e.g., physical evidence, documents, communications between the parties, and other electronic records and media) as appropriate. All witnesses (including the Respondent and Complainant) are interviewed privately and will not appear in the same room during the investigation. The parties will have the opportunity to review and comment on the information gathered by the investigator prior to the investigator finalizing the investigative report and

record. Both parties will receive a copy of the investigative report and record simultaneously. In addition, in cases where the Respondent is a registered or recognized student organization, the investigator may exclude the identity of a student witness and redact information that would allow student witnesses to be personally identified, where the investigator determines it is necessary to protect a student witness from retaliation. OSCCS is invested in protecting the privacy of any student who is concerned about their safety and well-being and has put in place protocols to honor this commitment.

Hearing Process: Findings of responsibility and determinations regarding sanctions and remedies for all Formal Complaints are made through a hearing process conducted by a five-member Hearing Panel and a non-voting Hearing Chair. The hearing is intended to provide all parties with a fair opportunity to present relevant information and to enable the Hearing Panel to make informed decisions regarding responsibility and sanctions/remedies. In cases where the Respondent is an individual, the Respondent is presumed “not responsible” unless and until a Hearing Panel finds the Respondent responsible for prohibited conduct under the Code by a majority vote using the clear and convincing standard of proof. In cases where the Respondent is a student organization, the Respondent is presumed “not responsible” unless and until a hearing panel finds the respondent responsible for prohibited conduct under the Code by a majority vote using the preponderance of the evidence standard. If the Hearing Panel does not find the Respondent responsible for any prohibited conduct under the Code, it will dismiss the case. If the Hearing Panel finds that the Respondent is responsible under the Code, it will consider appropriate sanctions and remedies. Formal Complaints can also be resolved outside of a hearing via the Alternate Resolution process, where the Complainant and Respondent can reach a mutually agreeable outcome in lieu of a hearing.

Sanctions and Remedies: When a Hearing Panel finds a Respondent (either an individual and/or an organization) responsible, the Hearing Panel is responsible for deliberating on and selecting sanctions and remedies by a majority vote. The Panel Chair may support the deliberations but may neither express views on the merits, nor vote on the outcome. In determining sanctions and remedies, the Hearing Panel will consider the following:

- the severity of the prohibited conduct,
- the circumstances of the prohibited conduct,
- the impact of the prohibited conduct and sanctions and remedies on the Complainant,
- the impact of the prohibited conduct and sanctions and remedies on the community,
- the impact of the prohibited conduct and sanctions and remedies on the Respondent,
- prior misconduct by the Respondent, including the Respondent’s previous disciplinary record at Cornell University and, if known, other disciplinary records or criminal convictions,
- the goals of the Code and the Procedures,
- the Respondent’s malicious or deliberate intent to harm another person, and,
- any other mitigating, aggravating, or compelling factors.

Sanctions and remedies for **individual students** may include one or more of the following:

measures similar in kind to the interim measures specified under these Procedures, appropriate educational steps (such as alcohol or drug education, reflection exercises, counseling, or directed study), community work, restitution to the Complainant, fines of not less than \$20 nor more than \$500, restrictions or loss of specific or all privileges at the University for a specified period of time, oral warnings, written reprimands,

oral warnings, written reprimands, disciplinary probation for a stated period of time, deferred suspension, suspension from the University for a stated period not to exceed three years, or dismissal (i.e., expulsion) from the University.

Sanctions and remedies for **student organizations** may include one or more of the following:

measures similar in kind to the interim measures specified under these Procedures, appropriate educational steps for organization members (such as alcohol or drug education, reflection exercises, counseling, or directed study), community work performed by organization members, restitution, fines of any reasonable and appropriate amount, restrictions or loss of specific or all privileges for the organization at the University for a specified period of time, written reprimands, disciplinary probation, (i.e., a change to the organization's recognition or registration status with the University that may include limitations on permitted activities), suspension from University recognition or registration to operate for a stated period of time. The Hearing Panel may also recommend that the organization be required or permitted to petition the appropriate University office for return after a stated period of time. A minimum of a three-year suspension is required for (1) hazing violations that include coerced alcohol or other drug consumption, sexual and related misconduct or other forms of violence or mentally abusive behavior that poses a threat to health and safety; and (2) violations of risk management and social event policies, rules or regulations that pose health and safety risks, including but not limited to facilitating, allowing, or requiring underage alcohol consumption, insufficient event monitoring/controls, or failure to register an on- or off-campus events where alcohol is present. Dismissal, (i.e., permanent rescission of permission to operate on University property) and/or termination of the organization's agreement and relationship with the University.

Appeal Process of a Hearing Panel Decision: Both the complainant and the respondent may appeal a decision of the Hearing Panel to a three-member Review Panel chaired by the nonvoting Review Panel Chair. Appeals will be based solely upon the hearing record. If the Review Panel reverses a finding of not responsible, the record on appeal will be supplemented with the parties' Impact/Mitigation Statements. The appealing party commences an appeal by submitting a written statement to the Director within ten business days of service of the Hearing Panel's decision. The Review Panel will issue a timely written decision, typically no later than thirty business days after receipt of the non-appealing party's submission or the time for submission has expired. The decision is final and binding on all parties. The decision must be by a majority vote of the Review Panel and will include the rationale for the Review Panel's decision and any dissenting opinion.

Transparency of Violations: Additionally, all student organization, group, or team hazing violations (found responsible for violating the Code) are posted on Cornell University's <http://hazing.cornell.edu/> website and in the University's Campus Hazing Transparency Report.

For Varsity Athletic Teams:

The OSCCS manages all individual conduct cases that may involve Varsity student athletes and collaborates with Athletics as needed regarding individual accountability and responsibility. Criminal behavior is reported to law enforcement for external proceedings, concurrently with campus sanctioning.

While the Student Code of Conduct does not have jurisdiction over Varsity athletic teams, as opposed to individual student athletes, the Cornell University Athletics department subscribes to the same definitions of hazing as outlined in the Cornell University Student Code of Conduct, which is reinforced through the Student-Athlete Handbook. Athletics, in collaboration and consultation with the OSCCS, is responsible for investigating and adjudicating varsity athletic teams alleged to have engaged in hazing, including determining and administering team sanctions, and managing appropriate follow-up for team-based hazing reports.

Varsity athletic team sanctions are determined based on investigation and in consultation with OSCCS and can include:

- Verbal and/or written reprimand/warning, including probation
- Harm repairing action
- Individual reflection
- Additional training/education
- Suspension from practice or games
- Suspension from all athletic privileges
- Dismissal from team
- Cancellation of season

Transparency of Violations: Additionally, any Varsity athletic teams' hazing violations are also posted on Cornell University's hazing.cornell.edu website and included in the University's Campus Hazing Transparency Report.

Student Code of Conduct and Procedures Office of Student Conduct and Community Standards (OSCCS)

Location: 120 Day Hall

Phone: 607-255-4680

Website: scl.cornell.edu/studentconduct

Student conduct matters are resolved by the Office of Student Conduct and Community Standards (OSCCS). The Student Code of Conduct (Code) contains conduct expectations and standards, and the Student Code of Conduct (Procedures) articulates an educational conduct process that identifies opportunities for students to grow from mistakes through restorative justice practices, and sanctions that are inclusive of and advance Cornell's educational goals.

The Code and Procedures establish Cornell's expectations applicable to all students and student organizations. These expectations apply to Cornell's Ithaca and Geneva campuses, Cornell Tech, on the property of a university-recognized or registered residential organization such as a fraternity or sorority, and any other property used for educational purposes. The Code will apply regardless of the location of the conduct when:

1. The behavior occurs in the context of a university program or activity; or
2. Poses a threat to the University's educational mission or the health or safety of individuals (whether affiliated with the University or not), or the University community.

The Code also applies to conduct that involves the use of university computing and network resources from a remote location, and to online behavior.

Potential violations of the Code are reported to OSCCS. The OSCCS receives and ensures proper investigation and resolution of alleged violations of the Code, or of any other regulation as the University President or Board of Trustees may direct.

The Code prohibits conduct, including, but not limited to alcohol/drug-related behavior; disorderly conduct; fire safety; harassment; hazing; misrepresentation; property damage; obstruction; theft, unauthorized entry; and weapons. Complainants in the process are empowered to make choices about the resolution method used for their complaint, including restorative and educational options. Respondents are encouraged to share their perspective regarding the resolution method to create opportunities for personal growth and ways to address community impact. Both Complainants and Respondents may bring an advisor and/or a support person to every step of the conduct process. All community members are encouraged to participate actively in a fair and clear conduct process that aims to help students make better decisions and acknowledge any community harm caused by behavior.

Under the Code, cases may be resolved with no action, through various alternative dispute resolution options, or through a formal investigation where an outcome is determined by a panel of students, faculty, and staff. The possible sanctions include a broad range of options and are often agreed to by the involved parties. These sanctions include but are not limited to the following: oral warning, written reprimand, reflections, topic-specific education, restitution, conduct probation, suspension, or dismissal.

To review the Student Code of Conduct, go to:

<https://scl.cornell.edu/studentconduct>

Essential Services for Students and Staff

Cornell Health

Location: 110 Ho Plaza

Phone: 607.255.5155 (24/7) Fax: 607.255.0269

Website: health.cornell.edu

Cornell Health, located on Ho Plaza, provides confidential, convenient, and high-quality medical and mental health services as well as leadership and advocacy-all in support of a health promoting campus.

Students can access Cornell Health for medical and mental health care, as well as for self-care resources and referrals. Select services are also available to other Cornell community member, including visiting students and partners and spouses of students. (See website for details: health.cornell.edu/get-care/who-we-serve).

Students seeking information, appointments referrals, and other assistance during business hours, can call

607.255.5155. Students experiencing an urgent health concern when the facility is closed, can consult by phone with an on-call health-care provider for advice and if necessary, referral to local urgent or emergency health services (health.cornell.edu/get-core/emergencies-after-hours-care). Visit health.cornell.edu for additional information about services, staff, hours, directions, eligibility, and access, as well as a wide range of health topics and resources.

Mental Health at Cornell Website

Cornell strives to cultivate a caring environment in which every member of our diverse community can thrive. It's important that everyone be able to reach out to others in time of need and can work collaboratively in service of a healthy campus climate. The Mental Health at Cornell website (mentalhealth.cornell.edu) is available for all Cornell community members and lists a range of programs and resources designed to support individual and community well-being.

Essential Services for Students and Staff

Cornell Health

Location: The Ceriale Center for Cornell Health, 110 Ho Plaza

Phone: 607.255.5155 (24/7) Fax: 607.255.0269

Website: health.cornell.edu

Cornell Health, located on Ho Plaza, provides confidential, convenient, and high-quality medical care, mental health care, and support services as well as leadership and advocacy—all in support of a health promoting campus.

Cornell's undergraduate, graduate, and professional students can access all services at Cornell Health, as well as self-care resources and referrals. Select services are also available to other Cornell community members, including visiting students and partners and spouses of students. (See website for details:

<https://health.cornell.edu/get-care/who-we-serve>)

Students seeking information, appointments, referrals, and other assistance during business hours can call 607.255.5155. Students experiencing an urgent health concern when the facility is closed can consult by phone with an on-call health-care provider for advice and, if necessary, referral to local urgent or emergency health services (health.cornell.edu/get-care/emergencies-after-hours-care).

Visit health.cornell.edu for additional information about services, staff, hours, directions, eligibility, and access, as well as a wide range of health topics and resources.

Additional Resources for Support

Cornell strives to cultivate a caring environment in which every member of our diverse community can flourish.

Support programs and resources include:

- Centers for Student Equity, Empowerment, and Belonging: Asian & Asian American Center; First Generation & Low-Income Student Support; Gender Equity Resource Center; LGBT Resource Center; Office of Spirituality and Meaning-Making (scl.cornell.edu/thecenters)
- The Victim Advocacy Program provides confidential support for all members of the Cornell community (students, staff, and faculty) who are survivors of harmful, threatening, or violent incidents. Phone: 607.255.1212

The Mental Health at Cornell website (mentalhealth.cornell.edu) is available for all Cornell community members and lists a range of resources designed to support individual and community well-being.

Concerns About a Student

Crisis Management

In the event of a student crisis, call the Public Safety Communications Center, 607.255.1111, at any time, day or night, to initiate connection with emergency or other supportive university resources (e.g. emergency response/ambulance, Community Response Team, police.) Learn more from the Division of Safety: publicsafety.cornell.edu. If you have non-urgent concerns about a student, contact Student Support and Advocacy Services in the Office of the Dean of Students. You can call the office at 607.254.8598, drop in during business hours at 200 Willard Straight Hall, or refer a student online via the Student of Concern Form (cornell.guardianconduct.com/incident-reporting). Staff from Student Support and Advocacy Services can:

- Arrange for support services provided to the student and others affected by the crises
- Consult with, advise, and facilitate communication among individuals and units providing direct support
- Provide non-clinical, direct service to those affected by the crises, such as personal support, information, and referrals (the Administrator-on-Call is often a primary contact for parents and families)
- Monitor the process and provide the follow-up services, as needed

Learn more about Student Support and Advocacy Services: scl.cornell.edu/student-support.

Faculty and Staff Assistance Program (FSAP)

Phone: 607.255.2673

15 Thornwood Drive

Website: fsap.cornell.edu

The Faculty and Staff Assistance Program (FSAP) offers free and confidential guidance and support for Cornell benefits-eligible employees (faculty, staff, postdocs, visiting scholars, and retirees) and their partners in person, by phone, or via telehealth. FSAP staff members provide brief counseling, support, resources, and referral on such topics as personal life challenges, work-related concerns, family or relationship issues, alcohol and drug use, adjusting to change or loss, conflict resolution, and mental health matters. They also are available for consultation with people, oftentimes managers, who have concerns about others. Additionally, FSAP counselors provide support in the wake of a crisis. After hours, FSAP partners with Cornell Health's on-call service, staffed by health care professionals who can provide confidential consultation about urgent health concerns and offer advice about other after-hours resources. Visit fsap.cornell.edu for detailed information about services, staff, hours, directions, eligibility, and access.

Emergencies

Call 911 on any phone in NYC at any time to reach the NYC emergency-response system for situations that require immediate police, fire, or medical response to preserve life or property.

Cornell Tech
Clery Crime Statistics for 2 West Loop Rd. NY NY 10044
(Includes crimes reported by Campus Security Authorities and other Law Enforcement agencies)
Reported in compliance with the Jeanne Clery Campus Safety Act
Calendar years **2022, 2023, and 2024**

| | On Campus: including Residential Facilities | | | Residential Facilities Only | | | Public Property | | | Non-Campus | | |
|--|---|------|------|-----------------------------|------|------|-----------------|------|------|------------|------|------|
| Crime Classification | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 |
| Murder/Non-negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 2 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |

| | | | | | | | | | | | | |
|--------------------------|---|---|---|---|---|---|---|---|---|---|---|---|
| VAWA Offenses | | | | | | | | | | | | |
| Dating Violence | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Domestic Violence | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Stalking | 1 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |

Definitions of all reportable offenses and Clery Act geography can be found at

<https://publicsafety.cornell.edu/clery-crime-definitions/> AND

<https://publicsafety.cornell.edu/clery/clery-geography/>

Arrests / Disciplinary Referrals

| | On Campus: including Residential Facilities | | | Residential Facilities Only | | | Public Property | | | Non-Campus | | |
|------------------------------|---|------|------|-----------------------------|------|------|-----------------|------|------|------------|------|------|
| Offense Type | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 |
| Liquor Law Violations | | | | | | | | | | | | |
| Referral | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arrest | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Drug Law Violations | | | | | | | | | | | | |
| Referral | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arrest | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Weapons Possession | | | | | | | | | | | | |
| Referral | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arrest | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Effective January 1, 2025, the Stop Campus Hazing Act required institutions of higher education to begin collecting reports of hazing. Statistics of Clery Act reportable incidents of hazing will be published beginning with the 2026 Annual Security Report

- **Hate Crimes**

2024: There were no hate crimes.

2023: One on campus vandalism characterized by gender identity.

2022: There were no hate crimes.

Unfounded Crimes:

2024: There were no unfounded crimes.

2023: There were no unfounded crimes.

2022: There were no unfounded crimes.