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Cornell University Office of Human Resources

Cornell University Unit Name

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Bias Incidence Response Program: Protocol for Responding to Bias Activity

I. Introduction

Cornell University's commitment to diversity and inclusiveness is expressed in its Open Doors/Open Hearts/Open Minds statement. On January 27, 1999, Cornell University President, Hunter Rawlings III, emphasized that Cornell is determined to provide a "climate of civility, decency, and respect for others on campus." Cornell University's commitment to diversity and inclusiveness necessarily implies that our community will include members who differ in their experiences, backgrounds, race and ethnicity, sex/gender, religious beliefs, sexual orientations, political persuasion, social perspectives, and other important respects. Consistent with our simultaneous commitment to freedom of speech, Cornell University values and promotes the respect for differences that its commitment to diversity supposes and requires.

II. Response to Bias Incidents

Behavior reflecting bias or discrimination may constitute a violation of Cornell University's policies and Campus Code of Conduct, as well as local, state, and federal laws. The University has established review procedures to deal with such cases at both the college and university levels.

A. An individual who believes s/he is the victim of a crime should contact the Cornell Police and, if appropriate, other local police agencies immediately, so that the matter can be addressed and support services made available.

B. An individual who believes that s/he has been subjected to discrimination in violation of the University's Equal Employment and Educational Opportunity policy or who has been the

target of activity that s/he believes constitutes a violation of the Campus Code of Conduct should bring this complaint to the attention of his or her college harassment advisor, the Judicial Administrator or the University Ombudsman. These university officials will promptly (within 24 hours) review the allegations and determine if the information should more appropriately be referred for investigation to another university office, including to the Cornell Police.

C. Complaints involving allegations of discrimination and/or harassment that occur within the classroom or in the student-faculty context should be directed to existing college-based review procedures.

D. Response to Other Instances Involving Bias or Potential Bias

When individuals believe that they or other members of the university community have been adversely affected by instances involving bias on the basis of race, gender, sexual orientation, national origin, or any other protected condition and are not sure which of the complaint procedures to use (i.e., II A, B, or C) or where the bias is not necessarily directed against a particular individual or individuals (e.g. graffiti, postering, etc.), they should report their concern to the Office of Workforce Diversity, Equity and Life Quality. Within 24 hours, the Office will forward a summary of the complaint to “response coordinators” (designated and trained staff and/or faculty members) who will be responsible for contacting the target(s) of the complained-of behavior within 24 hours and/or coordinating support services and/or referrals as appropriate under the circumstances.

Complaints made under Sections II, A, B, or C may also be referred to the Office of Workforce Diversity, Equity and Life Quality when the coordination of support services may be helpful.

III. Campus Notification

The extent of dissemination of information concerning bias activity will depend on the circumstances. The Office of Workforce Diversity, Equity and Life Quality will promptly communicate to designated members of the university community the date, general location of the reported activity, the nature of the bias involved, and the nature of the response proposed. Campus notifications of alleged crimes or policy violations will be made consistent with the university’s obligations pursuant to state and federal law, university policy, and the needs of the police investigation. The Office of Workforce Diversity, Equity and Life Quality will work with the Division of University Relations to notify the public consistent with the University’s legal obligations and policies. When a criminal offense is involved, the Office of Workforce Diversity, Equity and Life Quality will work closely with the Cornell Police and other appropriate authorities.

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Lees bij de volgende opgave eerst de vraag voordat je de bijbehorende tekst raadpleegt.

Tekst 10 Cornell University

Op de muur van een studentenflat op het terrein van Cornell University staat een tekening van een uitdagend geklede jonge vrouw.

1p **43** Kun je op grond van de klachtenprocedure (tekst 10) een klacht indienen als je deze tekening aanstootgevend vindt?

Zo nee, antwoord "Nee". Zo ja, citeer de eerste twee woorden van het zinsdeel dat je antwoord ondersteunt.