CAMPUS WATCH
CORNELL UNIVERSITY POLICE DEPARTMENT

2016 ANNUAL SECURITY REPORT
Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act

Cornell University
Call 911

Emergency?

What is a 911 emergency?
It's any situation that requires an immediate police, fire, or medical response to preserve life or property. These include:

- an assault or immediate danger of assault
- a chemical spill
- someone choking
- a crime in progress
- a drowning
- a fight
- a fire
- a serious injury or illness
- a situation involving weapons

How can I call 911 on campus?

- On 253-, 254-, and 255-prefix Cornell-system phones, lift the receiver, wait for the dial tone, and press 911. There's no need to press 9 first for an outside line.
- On Cornell Blue Light and other campus emergency phones, just lift the receiver or press the button. These phones all have a direct connection to Cornell Police for emergencies, assistance, or information.
- On pay phones, lift the receiver, wait for the dial tone, and press 911. No coin is needed.
- On other non–Cornell-system phones, lift the receiver, wait for the dial tone, and press 911.

When should I NOT call 911?
In an emergency, seconds count. Use 911 only for emergencies—misuse of 911 may delay response to a legitimate emergency. And it’s against the law.
Don't call 911 to report:

- minor auto accidents
- a crime no longer in progress and not requiring an immediate response to preserve life or property
- disabled vehicles
- a loud party
- missing property
- telephone, cable, or power outages
- or to check on weather, road conditions, or Cornell's operating status

How do I reach Cornell Police to report a nonemergency on-campus incident?

Call 5.1111 on a Cornell-system phone or 255.1111 on a non–Cornell system phone. Or pick up a Blue Light or other campus emergency phone. Use this number for information and general assistance, too.

Making an international call from a campus phone?

Dial the initial “9-011” carefully. Missing the “0” causes the phone to call Cornell Police, even if you continue to dial the remaining numbers. If this happens, do not hang up, but stay on the phone until the Cornell Police dispatcher ends the conversation.

Calling 911 from a Cellular Phone

If you call 911 on a cellular phone on campus (or anywhere in Tompkins County), your call will be routed to the Tompkins County 911 Center. Describe as clearly as possible the location and nature of the emergency, and the call will be routed to Cornell Police or to another local emergency-response agency.

Check out the Cornell Police website, www.cupolice.cornell.edu, for the latest information about safety and security issues on campus, including recent “daily crime logs” that list police activity.
Partnerships in Safety

Welcome!

Every fall the Cornell Police sends notice of publication of its Annual Security Report, Campus Watch, and provides easy access to the report in order to provide university students, faculty, and staff with information that can help make their experiences at our university safer and more enjoyable. Campus Watch is available on our website to everyone, and you may request a printed copy through our office. It contains excellent information about important issues on our campus today.

Additional resources for your specific concerns can be found throughout this publication and on websites referenced herein. Our goal is to keep you informed about current safety issues on and around campus through regular Blue Light email messages.

The Cornell campus has an idyllic setting that is relatively crime-free. Our community numbers more than 30,000 people, with thousands more coming and going each day. Consequently, there are bound to be at least a few individuals who are ready to take what is not theirs or cause harm to others. Together, we combat these issues by building trusting relationships between law enforcement and all of our community.

I am proud to lead this group of dedicated professionals who are committed to providing a safe and secure environment for our students, faculty, staff, and visitors. Our department promotes the concept that its employees are public-safety service providers and Cornell community members are their customers. We encourage all members of the campus community to take part in developing their own personal safety plans and strive to develop partnerships with Cornell students, faculty, and staff members. These partnerships serve to assist us in providing the highest level of services 24 hours a day, 365 days a year.

Everyone wants a positive experience at Cornell. Pledging to act sensibly, honestly, and with an attitude of mutual respect and civility means that your time spent at Cornell will be productive and enjoyable. Cornell Police stand ready to assist you in any way possible. We can be reached 24 hours a day by calling 607.255.1111. Remember our number. Program it into your cell phone for on-campus emergencies. Of course, you also can always call 911 and help will be on the way.

Here’s to an enjoyable, productive, and safe 2017–2018 academic year.

Kathy Zoner
Chief, Cornell Police
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This publication provides an overview of services available to Cornell University students, faculty, and staff. As we go to press, the entries you find here are current and correct. But phone numbers, hours, and even services change. If you have difficulty contacting one of the service providers listed here, please contact Cornell Police for current information.
The Cornell University Police department is an internationally accredited organization that operates 24 hours a day, 365 days a year, from its headquarters in Barton Hall. To contact the department for general information and assistance, call 607.255.1111 or use a Blue Light or other campus emergency telephone. In an emergency, call 911 or use a Blue Light or other campus emergency phone.

As the law enforcement agency for the Cornell University community, the mission of Cornell Police is to protect lives and property, maintain order, prevent crimes, receive and investigate reports of crimes, and provide other law-enforcement services—basically the same duties as those of other law-enforcement agencies. In addition, the department is responsive to the special needs of the large and diverse Cornell community—a community that comprises people who come from across the United States and the world to study and work at Cornell.

The Cornell Police (CUPD) is commissioned by New York State with the authority and responsibility to enforce all applicable local, state, and federal laws. Officers have the authority and duty to conduct criminal investigations, arrest violators, and suppress campus crime. CUPD officers are duly sworn peace officers—as set forth in Section 2.20 of the New York State Criminal Procedure Law and as authorized by New York State Education Law, Sections 5708 and 5709—authorized to carry firearms, and provided the same authority as municipal police officers to use police powers of arrest.

CUPD has authority within grounds or premises owned or controlled by Cornell University, including any public highway that crosses or adjoins such property, and shares jurisdiction with local agencies in adjacent areas. In addition, the CUPD may also respond to off-campus addresses that house affiliated programs such as fraternities and sororities. The Cornell Police have a Memorandum of Understanding for ministerial services with the Ithaca Police Department and the Tompkins County Sheriff’s Office. Local police typically provide information to CUPD regarding Cornell affiliates, including students, who come to their attention in areas adjacent to campus where CUPD does not have jurisdiction. Such information may include reports of criminal activity by students engaged at off-campus locations of student organizations, including student organizations with off-campus housing facilities.

The department has 78 members, 51 of them sworn officers who patrol campus on foot, in vehicles, on bicycles, and with explosive-detection K-9s.

The CUPD staff reflect a broad spectrum of backgrounds and interests. Cornell Police officers and civilian staff are selected for their expertise, dedication, sensitivity, communication skills, and high respect for the special public trust bestowed on law-enforcement officials. Sworn officers complete the 629-hour Municipal Police Training Council, or MPTC, the certified Basic Course for Police Officers training, and then are assigned to a field training officer to learn about the Cornell environment. Continual education and training throughout an officer’s career are essential, allowing officers to keep current with technical and social changes that effect and mold the campus, our society, and the law-enforcement profession.

In 2016, the department continued ongoing efforts to identify, recruit, and hire excellent, diverse, sworn, and non-sworn employees.

### Office of the Chief

The Department is led by Chief Kathy Zoner, a 26-year veteran of the department. She was sworn in as chief of police in 2009, the first woman to serve in that capacity at Cornell. She leads a department of sworn peace officers and civilian staff serving a community of approximately 21,500 students and 9,700 faculty and staff. Her senior staff include Deputy Chief David Honan who oversees road patrol and operational aspects of the department; Peggy Matta, Staff Administrator, who oversees university compliance for all Clery Act requirements and the Access Control/Video Surveillance Program for the university; and Mark Conrad, Staff Administrator, who oversees the Communications and Records Center and business operations for the department. Additionally, the Chief has an executive staff assistant and a data analyst who report to her.

### Communications and Records Center

Cornell University Police operates its own 911 center staffed by three telecommunications supervisors, nine full-time telecommunications officers, and one system administrator. The 911 center operates 24 hours per day, seven days per week, 365 days per year. The telecommunications officers receive certifications for both Basic and Advanced public safety dispatch training provided by the Association of Public Safety Communications Officials. The 911 center uses Spillman Technologies for their records management and statistical gathering. In addition the 911 center is responsible for the maintenance and emergency operation of the university’s emergency notification systems, including voice and short message service (SMS, or text) messaging, email, and sirens.

In 2016, the communications center received approximately 34,157 calls for service and 63,639 calls to the 911 center. The 911 center receives all fire and maintenance signals for the campus. The Cornell University Communications Center also serves as a back-up center for Tompkins County 911.

### Business Operations

Operational needs for the department are overseen by Mark Conrad. His group is responsible for finance and budget, management of the vehicle fleet, IT and technical operations, and maintenance of all equipment and supplies used by the Cornell Police.
Accreditation

Adherence to the highest standards of professionalism and excellence is vital to the success of campus public safety departments in fulfilling their mission to protect students, faculty, staff, and the millions of yearly visitors to colleges and universities. The International Association of Campus Law Enforcement Administrators (IACLEA) represents campus public safety leaders at more than 1,200 institutions of higher education and offers IACLEA Accreditation to colleges and university law enforcement, security, and public safety departments. IACLEA Accreditation constitutes recognition that a department conforms to the highest professional standards for campus law enforcement and protective services using “best practices” and appropriate criteria for the effective and efficient operations of a campus public safety agency. IACLEA urges all campus public safety departments to attain IACLEA Accreditation as a means to assure the public, parents, and the university community that your campus public safety agency adheres to the highest professional standards.

The Cornell University Police Department was accredited in 2010, and has earned consecutive re-accreditation status in July 2013 and May 2017 respectively. Agencies who choose to be accredited are evaluated comprehensively every four years, needing to provide proof that they abide by their written policies. This involves annual documentation of the 215 standards that the IACLEA commission puts forth. The Cornell Police department will apply for reaccreditation again in April of 2020.

Professional Development

Training and education of Cornell Police staff members and sworn personnel is essential and necessary to keep current with technical and social trends and challenges. The department has over 39 certified police instructors to provide training that often exceeds federal and state law enforcement minimum standards while remaining sensitive to the special needs of the campus environment. Department instructors teach at regional police academies and share their expertise with other local law enforcement.

Professional development is generally broken down into four areas: formal training, specialized training, departmental in-service training, and Cornell University training.

Formal training initiatives within the past year included all skills within the law enforcement discipline and were underscored by multiple initiatives in cultural and diversity training, sexual assault trainings, ethics, defensive tactics, narcotics training, mental and emotional health as well as a focus on use of force and temporary detention.

After a review of the departments training needs was conducted, a new training management team was created. This team focuses on all of the training needs within the department such as firearms, safety trainings, sexual assault trainings, specialized trainings, and the overall professional development needs of all employees. As a result of this new training initiative, we have adopted a new accreditation and training management software system called PowerDMS. This software creates an extensive training timeline for each department member, and helps to develop a training schedule. This new software is used to share new information and review material with members throughout the department.

This year’s in-service training initiatives focused on less lethal trainings, women in law enforcement, installation and use of body worn cameras, trauma and tourniquet familiarization, mental and emotional health, and CPR and AED training. In-service training efforts included the continued partnerships with departments and colleagues on and off campus that overlap with the law enforcement efforts of the Cornell Police. These joint efforts offered the chance to share knowledge of the challenges facing the department. During the final months of the fiscal year, members received extensive training on overcoming bias, updates to Title IX, use of force, as well as extensive training pertaining to cultural bias.

Event Security and Planning

Sergeant Anthony Piedigrossi manages events planning and works with the University Events Management Planning Team (EMPT). He reviews, approves, and arranges staffing for the numerous events on campus. If you are planning an event on campus:

- Complete an Events Registration Form located at activities.cornell.edu/EventReg.
- Contact Sergeant Piedigrossi at 607.255.7304 or by email at aap10@cornell.edu.
- For events where alcohol will be served, read the Policy on Alcohol and Drugs at dfa.cornell.edu/cms/ treasurer/ policyoffice/policies/volumes/governance/upload/vol4_8.pdf to ensure you are aware of all of the risks associated with consuming alcohol and the need to prevent the harm that

Deputy Chief David Honan explains the inner workings of the Cornell Police department to attendees of the Bring A Child to Work Day.

Newly commissioned officers with Chief Zoner: L-R: Michael Scott, Scott Grantz, Richard Gourley, Anthony Bellamy, Jodi Condzella.
results from its misuse and abuse.
• For fraternity and sorority events, contact the Office of Fraternity and Sorority Affairs at 607.255.2310 or stop by S41 Willard Straight Hall.

Patrol
The Patrol section provides exemplary community-focused patrol services to Cornell students, faculty, staff, and visitors, using vehicle, foot, and bicycle patrol. As a pioneer in community centered policing, officers continually partner with members of our community to build relationships and solve problems affecting their community. Managed by Lieutenants Rich Gourley and Anthony Bellamy, the patrol section also provides specialized services such as explosive-detection K-9s, honor guard, directed criminal patrols, crime prevention and safety programs, and traffic enforcement details.

The Patrol section provides police services for special events and works with campus departments such as the Office of Fraternity and Sorority Affairs, Athletics, Residential Programs, and Student Organizations. A Patrol section lieutenant directs the operations of the Cornell Police Auxiliary (CPAs)—security guard–trained teams—serving as eyes and ears for CUPD sworn officers and providing walking escort services for the Cornell community.

Major Investigations

The Major Investigations Unit is managed by Lieutenant Daniel Murphy and is staffed by a sergeant and four investigators. The Major Investigations Unit’s primary responsibilities are investigating criminal activity, conducting follow-up investigations, collecting and managing evidence, and providing protection for visiting dignitaries. The Major Investigations Unit also conducts administrative investigations, pre-employment background investigations for positions within CUPD, and assists in conducting assessments for potential threats to the university.

The Major Investigations Unit maintains close working relationships with local, state, and federal law enforcement agencies and participates in the regional Joint Terrorism Task Force.

Crime Prevention Unit
The Crime Prevention unit (CPU) coordinates all of the Cornell Police safety and security outreach programs. It is staffed with two full-time crime prevention officers engaged in many service initiatives to promote safety throughout the Cornell community.

Outreach programs to both students and staff include safety and security forums about subjects such as active shooter awareness, workplace violence, personal safety concerns, and alcohol awareness; the unit also provides oversight for the child safety-seat installation program for the campus community.

The CPU maintains the emergency Blue Light System on campus and ensures compliance with campus policy regarding alarm system installation, training, and scheduled testing. In addition, the CPU is involved in the environmental design of new and renovated facilities on campus to ensure the continuity of function, security, and safety for the facility users.

Clery Compliance

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

The Cornell University Police Department (CUPD) is responsible for preparing and distributing the Annual Security Report (Campus Watch); collecting and publishing statistical information from campus security authorities and local municipal police departments; and ensuring that policies and practices are prepared and enforced in line with Clery Act, including notifications and document disclosures.

Each member of the university community receives an annual email describing the report and providing the web address for the posted documents. A hard copy of the Annual Security Report is provided upon request. For more information, contact the Cornell Clery Compliance Officer at 607.255.4393.
Cornell’s Campus Crime Statistics
Cornell University Police Statistical Crime Record

### Arrests/Referrals for Selected Offenses

<table>
<thead>
<tr>
<th>Crime Classification</th>
<th>On Campus: including Residential Facilities</th>
<th>Residential Facilities Only</th>
<th>Public Property</th>
<th>Non-Campus Building or Property</th>
</tr>
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<tbody>
<tr>
<td>Murder/Non-negligent Manslaughter</td>
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<tr>
<td>Manslaughter By Negligence</td>
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<tr>
<td>Rape</td>
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<tr>
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<td>Robbery</td>
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<td>Arson</td>
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<td>3</td>
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<td>Motor Vehicle Theft</td>
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<td>Crime Totals</td>
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### VAWA Offenses

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

### Hate Crimes:

2016: One (1) On-campus Simple Assault characterized by sexual orientation.

2015: There were no reportable hate crimes.

2014: One (1) On-campus Destruction/Damage/Vandalism of Property characterized by religion; One (1) On-campus Destruction/Damage/Vandalism of Property characterized by ethnicity; One (1) On-campus Simple Assault characterized by sexual orientation; One (1) On-campus Intimidation characterized by religion.

### Unfounded Crimes:

2016: There were no unfounded crimes.

2015: Three unfounded crimes.

2014: Ten unfounded crimes.
Crimes Reported by Cornell University Campus Security Authorities or Other Law-Enforcement Agencies

Reported in compliance with the Jeanne Clery Disclosure of Security Policy and Campus Crime Statistics Act for years 2014, 2015, and 2016. These charts are in addition to the crimes reported to the Cornell University Police.

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VAWA Offenses

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

Arrests/Referrals for Selected Offense

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Hate Crimes:

2016: One (1) On-campus Simple Assault characterized by race; Two (2) On-campus Intimidation characterized by race; One (1) On-campus Residential Simple Assault characterized by disability; One (1) On-campus Residential Destruction/Damage/Vandalism of Property characterized by gender; Two (2) On-campus Residential Destruction/Damage/Vandalism of Property characterized by sexual orientation.

2015: One (1) On-campus Simple Assault characterized by race; One (1) On-campus Simple Assault characterized by national origin; One (1) On-campus Residential Destruction/Damage/Vandalism of Property characterized by gender; Two (2) On-campus Residential Destruction/Damage/Vandalism of Property characterized by religion; One (1) Non-campus Intimidation characterized by sexual orientation;

2014: One (1) On-campus Destruction/Damage/Vandalism of Property characterized by sexual orientation; One (1) On-campus Intimidation characterized by sexual orientation; One (1) On-campus Intimidation characterized by national origin; Two (2) On-campus Residential Intimidation characterized by sexual orientation; Two (2) On-campus Residential Intimidation characterized by gender identity.
Public Safety Advisory Committee

Cornell’s Public Safety Advisory Committee (PSAC) is composed of students, staff, and faculty members who advise Cornell Police on issues of public safety and victims’ advocacy. PSAC is an advisory committee on campus security in accordance with Section 6431 of Article 129-A of New York State Education Law. The committee makes recommendations to improve campus security policies and procedures and reviews issues that affect the overall safety and well-being of Cornell’s diverse community. Committee members are also members of the Cornell University Council on Sexual Violence Prevention.

Appointments to the committee are made annually. Students, faculty, and staff members interested in the PSAC are invited to contact the chief of Cornell Police.

Annual Fire Safety Report

The Annual Fire Safety Report includes fire statistics for each on-campus student housing facility, including fire protection systems and 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 University Fire Marshal’s office at 607.255.8200, by emailing ehsdir@cornell.edu or linking to sp.ehs.cornell.edu/firesafetyreport.

Campus Safety and Crime Prevention

Reporting Incidents and Crimes

All students, employees and other members of the campus community, whether the victim or a witness, are encouraged to promptly report crime. If a crime occurs on or around campus, report it immediately to the Cornell Police.

• For emergencies, call 911
• For non-emergencies, call 607.255.1111

In addition, members of the campus community should report criminal offenses to the Cornell Police for the purposes of disclosure in the Annual Security Report (see page 8-9) and for possible issuance of a timely warning (see page 14 for more details).

If you’re the victim of a crime on campus, report it to Cornell Police as soon as possible.

If you are victimized elsewhere in Tompkins County, contact a local law-enforcement agency or Cornell Police for referral to the appropriate agency (see inside front cover for list of local law enforcement agencies). On campus, if you believe you’re in imminent danger for any reason, call 911 or use the nearest Blue Light or other campus emergency phone to reach Cornell Police immediately. The location of that Blue Light phone will simultaneously be displayed on the Cornell Police switchboard; help will immediately be sent to that location, whether or not you are able to communicate with the dispatcher. Cornell Police officers will also help victims obtain appropriate treatment and support services.

Many times, valuable evidence is destroyed because victims do not initially think they will pursue criminal action, but wish to do so at a later time. The Cornell Police encourage victims of any type of assault to take immediate steps to ensure their safety and preserve valuable evidence by:

• Getting to a safe place as soon as possible
• Seeking medical assistance
• Not bathing, douching, or changing clothes
• Contacting the Cornell Police, whatever your initial decision is regarding prosecuting the crime

If you are a witness to a crime, an accident, a fire, or suspicious or threatening circumstances on or off campus—or perhaps you are the victim—it is either:

• An emergency requiring immediate police, fire, medical, or other response to preserve life or property or
• Not currently an emergency but an incident that requires attention

Seconds can seem like hours. Knowing what to expect when making your report may help make the experience less stressful and more effective.

If reporting an emergency:

• Act quickly but calmly.
• Get to a safe place, if possible.
• Call 911 on any phone on the Cornell campus. You can also use a Blue Light or other campus emergency phone. (If you use a cell phone to dial 911, your call will be answered by the Tompkins County 911 Center and transferred to Cornell Police. If you are on campus, it may be quicker to dial 607.255.1111.)

If reporting a non-emergency:

• Do not call 911.
• Use the non-emergency number of the appropriate agency.
  (See the inside front cover of this report for a complete list.)
In either an emergency or a non-emergency, your first contact will most likely be a dispatcher. The dispatcher will need to obtain as much vital information from you as possible and relay it appropriately. Often, he or she will do so by radio. Remember, the questions are necessary, but you are not expected to know the answers to everything asked. Things that seem obvious or unimportant to you can be less apparent or more important to the dispatcher and to the responding agency. Expect to be asked for some or all of the following details:

- **Caller Identity and Location**
  - Your name and any other identifying information requested
  - Telephone number and location you are calling from (if you called 911 on a Cornell phone or are using a Blue Light or other campus emergency phone, this will automatically be displayed on the Cornell Police switchboard)

- **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

- **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.

**Blue Light and Emergency Phones**

There are currently over 950 Blue Light and emergency phones on the Cornell campus. For direct connection to Cornell Police, lift the receiver or press the button.

Lost? Having car problems? Want to report a suspicious incident or a medical emergency? Need any other kind of assistance or information immediately? That is what these phones are for. As soon as the connection is activated, the location of the phone is displayed on the Cornell Police switchboard. If a caller does not or cannot speak, an officer is immediately dispatched to the phone site.

*Note:* If calling to report an emergency on a phone at the entrance to a residence hall, push the “on” button and then press 911.

**Blue Light Escort and Bus Services**

Cornell’s pioneering Blue Light program promotes and safeguards personal security and well-being on the Cornell campus, particularly at night. When a Blue Light Escort is requested, two members of the Cornell University Police Auxiliary accompany any member of the Cornell community or visitor to destinations on campus or near campus. If you are riding a bus, they will wait with you at the stop until the bus arrives.

Blue Light Escorts are members of the Cornell community hired and trained by Cornell Police and are certified security guards. Each escort wears a highly visible uniform and is in direct radio contact with Cornell Police. To request an escort team, call 607.255.7373, or use one of the Blue Light phones on campus. The service operates from dusk to dawn every day during the fall and spring semesters.

**Blue Light and TCAT Buses**

The Blue Light buses are offered nightly on TCAT Routes 92 and 93, operating on campus from 6:30 p.m. to 2:30 a.m. throughout the year. Matriculated students receive unlimited rides on all TCAT buses after 6 p.m. on weekdays and any time on Saturday and Sunday when using their Cornell ID card at the fare box. Route and schedule information are at tcatbus.com.

**Gorge Safety**

Cascadilla and Fall Creek Gorges frame the Cornell campus on the north and south—distinguishing the campus’s natural beauty, while providing unique opportunities to study geology and the ecology of remarkably different habitats within and around the gorges. Trails were built for all to explore and enjoy the stunning gorge landscapes safely.
Along with their beauty, the gorges bring potential danger. The forces that shaped these unique landscapes are still at work. Rocks continue to fall from cliff sides, and stream currents are strong, although they often don’t appear to be. Through the misuse of our gorges, many people have been injured or killed, but most of these incidents could have been avoided.

While tempting on hot days, swimming in the gorges is extremely dangerous, and a serious threat of drowning exists. Entering into restricted areas of the gorge or violating posted rules and regulations may result in a referral to the Judicial Administrator or arrest. Swimming in the gorges is also prohibited by Chapter 250 of the City of Ithaca code, Peace and Good Order, which states: “No person shall bathe in, swim in, or for purposes of swimming and/or bathing enter any of the waters within the City of Ithaca except in the waters officially designated as swimming or bathing areas.”

Please visit gorgesafety.cornell.edu to find out about the trails, regulations, and current conditions.

**Cornell Police Bike Patrol**

The Cornell Police Bike Patrol is a common and welcome sight on the university campus, providing community contact, cycling education, and general and special patrol services. The bike patrol is available all hours of the day or night, in most weather conditions, and is effective at parades, sporting events, and other special occasions.

Cornell Police Bike Patrol officers use specially equipped mountain bikes to provide police services to the Cornell community. All members are trained and certified by the state of New York in the safe, proper, and effective use of police mountain bikes for patrol purposes. Several Cornell Police Bike Patrol members also have served as instructors for this training, providing instruction for law-enforcement officers across the state.

These bike patrol officers respond to calls for service and medical emergencies, provide traffic control, and enforce Cornell’s Campus Code of Conduct in addition to New York State laws. The bike unit can patrol walkways and courtyards that are inaccessible to vehicle traffic and can quickly respond in areas congested with vehicle or pedestrian traffic. The bike patrol is particularly well suited to enforce rules and regulations covering bicycle and pedestrian safety; however, increasing the public’s awareness of the importance of safety and considerately sharing the road is one of the unit’s most important responsibilities.

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**Safety Tips: Dos and Don’ts**

- **Do** advise Cornell Police immediately of any suspicious person or circumstance in your residence hall or elsewhere on campus.
- **Do** keep only small sums of cash in your room or office or with you.
- **Do** lock your car doors when you leave your vehicle unattended, and place packages and other items out of sight—preferably in the trunk.
- **Do** participate in Cornell’s key-tag program, which will enable lost or stolen keys to be returned to you by Cornell Police.
- **Do** participate in Cornell Police’s Operation ID program, which enables you to permanently mark your personal property.
- **Do** report an emergency by calling 911 from any campus phone, or 607.255.1111 from your cell phone, or by using any Blue Light or other campus emergency phone. For general information or other nonemergency assistance, call Cornell Police at 607.255.1111.
- **Do** use the Blue Light bus, escort, and phone services.
- **Don’t** attach personal ID information to your keys.
- **Don’t** bring irreplaceable property and heirlooms to the campus.
- **Don’t** go out at night or away for the weekend without telling a roommate, family member, or friend where you are going, with whom, and when you will return.
- **Don’t** hitchhike—and be wary of giving a stranger a ride. Controlling a situation inside a moving vehicle can be difficult. Use public transit or ride with a friend, and notify the appropriate authorities if someone appears to need assistance.
- **Don’t** leave books, jackets, backpacks, or other personal items of value unattended anywhere on campus.
- **Don’t** leave your unoccupied residence or office unlocked—and don’t prop exterior building doors open. Most thefts in college residence halls occur when outer and inner doors are left open. Lock your door even if you will be gone only briefly.
- **Don’t** lend your keys, your ID, or your credit cards to anyone, including a friend or roommate.
- **Don’t** drink from a common source at parties or leave your drink unattended to anyone, including a friend or roommate.

Officer Ellen O’Pray hosting the CU Police booth at the 2016 Staff Development Day.
Missing Person Procedures
The Cornell Police must be notified immediately if a student is reported missing. To file a missing person report, call the Cornell Police at 607.255.1111 (or 5.1111 if on campus). Cornell University provides members of the campus community with the opportunity to contribute confidential emergency contact information to be used if they are officially reported as missing. This confidential contact information is accessible only to authorized campus officials and will not be disclosed, except to law enforcement personnel, in furtherance of a missing person investigation. (To register confidential emergency contact information see page 15 of this report, “Sign Up for Emergency Notification Systems.”)

If the Cornell Police determine that a student for whom a missing person report has been filed has been missing for more than 24 hours, then within the next 24 hours the department will:

• Notify the individual who has been identified by the student to be contacted in such circumstances
• Notify a parent or guardian, if the student is under 18 years old.
• Notify appropriate local law enforcement officials with a teletype message or other similar measure, in cases where the student is over 18 and has not identified a person to be contacted.

Emergency Preparedness
Emergency management at Cornell University is based on the framework of the four phases of emergency management: prevention-mitigation, preparedness, response, and recovery. All phases are highly interconnected; each phase influences the other three phases. The cycle is ongoing, just as the University’s emergency planning is a dynamic process that requires continuous evaluation and updating.

The University seeks to prevent, diminish, or mitigate hazards through a process of hazards identification and risk assessment. Campus representatives and community partners work together to identify hazards, assign risk levels, and develop strategies, such as fire safety and crime prevention, to address those risks.

Preparedness takes the form of plans and procedures designed to save lives and to minimize damage when an emergency occurs. Planning, training, and exercising are essential elements of preparedness that supply emergency personnel with tools to provide the best possible response during an emergency incident. University preparedness activities can include:

• Establishing an incident command system (ICS) consistent with the National Incident Management System (NIMS) for organizing personnel and services to respond in the event of an emergency.
• Identifying key personnel who must receive training on the National Incident Management System and the Incident Command System.
• Developing all-hazard policies, procedures, and protocols with input from key community partners such as law enforcement, medical services, public health, fire services, and mental health.
• Collaborating with community partners to establish mutual aid agreements that will establish formal interdisciplinary, intergovernmental, and interagency relationships among all the community partners and campus departments.
• Negotiating contracts that will provide the campus with resources (e.g., food, transportation, medical services, and volunteers) needed during an emergency.
• Assigning personnel to manage each ICS function and defining lines of succession when key leaders are not available.

Cornell University maintains a variety of emergency response programs and capabilities, all designed to support the campus community during times of crisis. The Cornell University Emergency Operations Plan provides the framework by which Cornell University will respond to and manage emergency incidents affecting the Cornell University Ithaca Campus.

First responders from Cornell Police and Cornell Environmental Health and Safety are available at all times to respond to emergencies on the Cornell campus. The campus community can
Emergency Notification

Pursuant to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, the Cornell University Police Department provides notification to the university community in the form of Timely Warnings and Emergency Mass Notifications (voice, text, email, and sirens) 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 the continuing danger to the campus community. The purpose of the notification 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.

Timely Warnings

In the event that a situation arises, either on or off campus, which, in the judgment of the Chief of Cornell Police or his/her designee, constitutes a serious or continuing threat to students and employees or the greater community of the institution, a campus-wide “timely warning” will be issued. The warning will be sent as a Crime Alert. It also will be posted after the initial mailing on the university’s website, www.cupolice.cornell.edu/alerts.cfm.

These Crime Alerts contain a brief description of the incident; the date, time, 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 vary depending on the circumstances of the crime. Warnings will be issued unless issuing a notification will, in the professional judgement 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, but are not limited to crimes of violence, Clery reportable crimes, or patterns of property crimes. Anyone with information warranting a timely warning should report the circumstances to the Cornell Police, by phone (607.255.1111) or in person at the dispatch center in Barton Hall.

Emergency Mass Notifications

In the event that a situation arises, either on or off campus, that, in the judgment of the Chief of Cornell Police or his/her designee, constitutes a significant emergency or dangerous situation involving an immediate threat to the health or safety of the university community, an Emergency Mass Notification, or EMN, is written and distributed, without delay, to the entire university community using one or many of the campus EMN systems. An emergency mass notification would not be distributed only if it could compromise efforts to contain the emergency.

Notification will be sent via Voice and SMS (text) messaging to community members who have opted into the university voice and SMS (text) messaging systems. Sirens/public address messages will be activated to the four towers on campus, and email notification will be sent.

All messages will contain a brief description of the incident and precautions to take. Following the immediate notification from any of these systems, the campus community is advised to go to a safe location and monitor cuinfo.cornell.edu for additional information and instructions.

Comprehensive tests are conducted once a semester for the voice/text messaging and siren/PA systems, and an analysis is completed immediately after the test. Any gaps requiring action are identified and remedied immediately. Additional testing may be required after fixes are completed. The campus community and surrounding municipalities are notified in advance of the tests. After the test, results are posted at www.cupolice.cornell.edu/notifications/default.cfm. In addition, the siren/PA systems are tested once a month through a “silent test”. Documentation of the usage and tests are retained by the Clery Compliance Administrator.

The 2016 spring and fall semester tests were successful for sirens/PA systems, voice, and text messaging.
**Sign Up for University Notification Systems**

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

- **Students:** go to [https://studentessentials.cornell.edu](https://studentessentials.cornell.edu).
  Under the Personal section of Student Essentials, select Emergency Mass Notification and enter your information.

- **Employees:** go to [workday.cornell.edu](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.

**Campus Safety and Crime Prevention Outreach Programs**

Cornell Police offers these crime-prevention and public-safety outreach programs and services at no cost to any Cornell group or organization:

- **Personal Security** is directed at preventing crimes of violence. It includes a demonstration of personal alarms and a discussion of illegal self-defense weapons.

- **Sexual Assault Awareness** focuses on the law regarding sexual assaults; what is consent; how to change social norms; bystander intervention; the many options a victim/survivor has; and what resources are available on and off campus.

- **Winter Driving Techniques** focuses on handling your car on snow and ice, preparing yourself and your vehicle for inclement weather, and navigating Ithaca’s hills and other difficult areas.

- **Alcohol Awareness** reviews the physical effects of alcohol and laws related to driving while intoxicated and alcohol-related crimes. Fatal Vision™ goggles simulate the effects of alcohol on participants.

- **Cash Handling** is designed for retail personnel and focuses on managing cash, identifying counterfeit currency, and handling robbery, bad checks, credit-card fraud, and more.

- **Violence in the Workplace** focuses on types of violence, how to identify potentially violent behavior, how to prevent a violent situation, and how to react to one.

- **Identity Theft** focuses on what identity theft is, how to avoid it, what to do if you become an identity-theft victim, and whom you need to report it to.

- **Stay Safe 360 degrees** is a program that covers protecting your possessions and identity, and preventing student assaults, controlling behavior, and stalking; it also reviews everyday safety on campus, common sense defense, and safe travel.

- **Active Shooter Awareness** teaches strategies for dealing with an active shooter on campus, before and after police arrive on the scene.

- **CUPD Overview** provides information about the Cornell Police: duties and capabilities, various units, and partnerships that prevent and reduce crime on campus.

To inquire about any of these programs or services, contact Officer Beverly Van Cleef at 607.255.7305, or Officer Jodi Condzella at 607.255.7404, or send an email to crime_prevention@cornell.edu.

**Access Control and Building Security**

Everyone acting on behalf of Cornell University must take responsibility for faculty, staff, and student safety, as well as the security of university physical space and the assets contained therein. An essential element of security is maintaining adequate control to ensure that university assets are accessed only by those authorized to do so. This necessitates the tracking of university key systems and access control devices, 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 unit heads, who must each designate two (primary and backup) or more access control coordinators (ACC) and/or key control coordinators (KCC) for all functional work areas. This responsibility may be delegated to a specific entity within a unit.

Issuance of access devices should be systematic, need-based, and in accordance with university policy 8.4: Management of Keys and other Access Control Devices. Unit KCCs and ACCs must determine the need for access device issuance, based on job functions, research needs, and class requirements. Issuance of access devices should be kept as infrequent as possible, with consideration given to hours of work, work space, alternatives, frequency, urgency, and sensitivity.

Individuals are prohibited from unauthorized possession or duplication of access devices to university facilities or vehicles; from disabling or circumventing access devices; and from making changes to access without following the procedures set forth in university policy 8.4.

**Residence Halls**

Exterior entrances to residence halls are locked at all times. Temporary exceptions are only permitted to accommodate authorized events, such as August check-in and May closing. A residential programs staff member must authorize all exceptions. Purposely violating the security policies by propping open exterior 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.

**Academic, Service and Other Residential Buildings**

The security of academic, service, and other residential buildings is the responsibility of the building occupants. Occupants are responsible for locking their doors and windows.

**Lights On!**

Cornell Police is committed to making the campus a safe place. A big part of this effort is outside lighting, and we can use your help.

To report a light that is out, please call 607.255.1111. Give the exact location of the light and, if it is a pole light, the number on the pole.

To report an area on campus with insufficient lighting, notify the Cornell Police Crime Prevention Unit at 607.255.7404 or send an email to crime_prevention@cornell.edu.
Securing Your Valuables

**Operation ID**

Location: G2 Barton Hall  
Phone: 607.255.7404

Engraving your property means that it will more likely find its way back to you, should it be lost or stolen. Through the Operation ID program, Cornell Police and other law-enforcement agencies can return recovered personal property. You’ll be assigned a lifetime personal-identification number, which you then engrave—using equipment loaned to you by Cornell Police—on valuable possessions.

The Operation ID program is recognized throughout the United States and Canada, so any marked item recovered within those boundaries can be traced to its owner. Your participation in this program continues indefinitely, and you can engrave your ID number on possessions you acquire after you leave Cornell.

Anything worth keeping is worth engraving. Clothing and other nonengravable items can be labeled with a laundry marker. Marking your property can also be a deterrent. For the thief, marked property is harder to fence, generally brings a lower price, and is too easily traced to the rightful owner.

Cornell considers Operation ID so worthwhile that university departments are required to engrave their Operation ID numbers on all equipment valued at $500 or more that easily can be moved by two people. But any item can be engraved, no matter what the value or ease of handling.

The Cornell Police Crime Prevention Unit, open 8 a.m. to 4 p.m., Monday to Friday, can register you in the Operation ID program, lend you an engraving tool, and answer questions you have regarding Operation ID or other crime prevention–related matters. The program is open to all Cornell community members at no charge.

For more information, see University Policy 2.1, Operation ID, at dfa.cornell.edu/treasurer/policyoffice/policies/volumes/facilities/operationid.cfm.

**ID for Keys: the Key-Tag Program**

A key-tag program is available to any member of the Cornell community. Currently, more than 185,000 people are registered in the program, and once you join, your tag is good forever.

To get a key tag (your first, or a replacement), fill out a key-tag ID card at Cornell Police headquarters and attach to your key ring the tag you are issued.

If your keys are lost or stolen, they will be returned to Cornell Police if the finder places them in U.S. or campus mail. When Cornell Police receive your keys, they will be returned to Lost and Found. Lost and Found will use the contact information provided at the time of registration in an attempt to return your keys to you.

**Lost and Found**

Location: Ground Floor Barton Hall (walkup window in Mann Hallway)  
Hours: Monday—Friday, 8 a.m. to 4:30 p.m.  
Phone: 607.255.7197  
Email: lostandfound@cornell.edu

Lose your cell phone, keys, or watch? Find someone else’s? Turn in found items 24/7 at Barton Hall. Almost all campus buildings have one or more lost-and-founds—check these out, too.

Or you can fill out a lost-and-found-property card, available at the Barton Hall office. Items valued at less than $50 are held for three months, then given to charity, recycled, or discarded. More expensive unclaimed items are held for a longer period and then go to auction.

**IT Security**

Your NetID and password are a target for criminals trying to gain access to your personal information and university resources. Be on the lookout for attempts to trick you into giving up your password.

**Protect Your NetID and Password**

Resources from Cornell’s IT Security Office can help you tell the difference between real Cornell communications and online scams that imitate them.

- 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. https://it.cornell.edu/phish-bowl
- The Verified Communications page contains authentic messages from a legitimate university source. http://verified.cornell.edu
- Use Two-Step Login for added security—if your password is stolen, the second step of the login process will prevent the thief from breaking in. Learn how to set it up at: https://it.cornell.edu/twostep

**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 security-services@cornell.edu.

**Learn More about IT Security**

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

**Laptop Security Program**

Cornell University students, faculty, staff, and alumni can register and protect their laptops at no charge by using the Front Door software application: www.frontdoorsoftware.com/cornell.

Participants can register, protect, and track their computers with a free four-year license. By installing this application, you can increase your chances of recovery if your laptop is stolen.
Sexual Violence

Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members. To this end, Cornell will not tolerate sexual and related misconduct. Through Cornell University Policy 6.4, and the applicable procedures for students, staff, and faculty, the university provides means to address bias, discrimination, harassment, and sexual and related misconduct, including gender-based harassment, sexual harassment, sexual assault, domestic violence, dating violence, stalking, and sexual exploitation. If you have experienced misconduct not covered by Policy 6.4, you may pursue a complaint under the Campus Code of Conduct. See page 23 for more information on the Campus Code of Conduct.

In an ongoing effort to prevent sexual violence, the university provides education and prevention programs for the Cornell community, pursues all complaints of sexual and related misconduct, dispenses disciplinary action where appropriate, and provides complainants with information on pursuing criminal or other legal action. The university’s compliance efforts are led by a team of Title IX coordinators, who address all Title IX reports, including formal complaints of prohibited conduct, and take steps to identify and address any patterns or systemic problems that arise during the review of such reports. The contact information for the University Title IX Coordinator and Deputy Title IX Coordinators is available at titleix.cornell.edu. To view the entire policy on Prohibited Bias, Discrimination, Harassment, and Sexual and Related Misconduct, see Policy 6.4.

Prohibited Student Conduct Under Policy 6.4

Where the accused is a student, the applicable procedures and specific prohibited student conduct are set out in detail in the “Procedures for Resolution of Reports Against Students Under Cornell University Policy 6.4,” available at titleix.cornell.edu. Cornell prohibits students from engaging in: Dating Violence, Domestic Violence, Sexual Assault, Sexual and Gender-Based Harassment, Stalking, Aiding Prohibited Conduct, Attempting Prohibited Conduct, Retaliation, and Violating an Interim Measure.

Sexual assault is (1) sexual intercourse or (2) sexual contact (3) without affirmative consent.

(1) Sexual intercourse means any penetration, however slight, with any object or body part, as follows: (a) penetration of the vulva by a penis, object, tongue, or finger; (b) anal penetration by a penis, object, tongue, or finger; and (c) any contact, no matter how slight, between the mouth of one person and the genitalia of another person.

(2) Sexual contact means intentional sexual touching, however slight, with any object or body part, whether directly or through clothing, as follows: (a) intentional touching of the lips, breasts, buttocks, groin, genitals, inner thigh, or anus or intentionally touching another with any of these body parts; (b) making another touch anyone or themselves with or on any of these body parts; and (c) intentional touching of another’s body part for the purpose of sexual gratification, arousal, humiliation, or degradation.

(3) Affirmative consent is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity, or gender expression.

Dating violence is any intentional act or threatened act of violence against the complainant committed by a person who is or has been in a social relationship of a romantic or intimate nature with the complainant. Dating violence also may take the form of behavior that seeks to establish power and control over the complainant by causing the complainant to fear violence to themselves or another person. Such behavior may take the form of harassment, property damage, intimidation, and violence or a threat of violence to one’s self (i.e., the respondent) or a third party. It may involve one act or an ongoing pattern of behavior.

Domestic violence is any intentional act or threatened act of violence against the complainant committed by (1) a current or former partner or intimate partner; (2) a person with whom the complainant shares a child; or (3) anyone who is protected from the respondent’s acts under the domestic or family violence laws of New York. Domestic violence also includes behavior that seeks to establish power and control over the complainant by causing the complainant to fear violence to themselves or another person. Such behavior may take the form of harassment, property damage, intimidation, and violence or a threat of violence to one’s self (i.e., the respondent) or a third party. It may involve one act or an ongoing pattern of behavior.

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for their safety or the safety of others or (b) suffer substantial emotional distress.

Prohibited Staff/Faculty Conduct Under Policy 6.4

Where the accused is a staff or faculty member, the applicable procedures and specific prohibited conduct are set out in detail in the “Procedures for Resolution of Reports Against Faculty Under Cornell University Policy 6.4,” available at titleix.cornell.edu. Cornell prohibits staff and faculty from engaging in: Prohibited Discrimination, Protected Status Harassment (including Sexual Harassment), Sexual Violence, and Retaliation.

Sexual Violence is a broad term that refers to physical acts perpetrated without affirmative consent or when a person is incapable of giving affirmative consent (see definition above). This includes rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

New York State Law

“Sexual offenses,” “family offenses,” and “stalking” are crimes in New York State. New York State (“NYS”) does not specifically define sexual assault. However, sexual offenses (including rape and sexual abuse) are criminal offenses under New York State law. Under NY penal code, lack of consent to a sex act results 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 state law states that a person in 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.

NYS does not specifically define domestic violence or dating violence. However, in NYS, “family offenses” are certain violations of the penal code, including but not limited to harassment, sexual abuse, stalking, and menacing, committed by a family member or intimate partner that have created a substantial risk of physical or emotional harm to a person or a person’s child.

Under NYS 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.

For more information, contact Cornell Police at (607-255-1111). To review the NYS penal code go to public.leginfo.state.ny.us.

Seeking Medical Help and Preserving Evidence

If you are the victim of an act of sexual assault, domestic violence, dating violence, or stalking, you are encouraged to seek health care services such as those offered by Cornell Health. You will benefit from being examined for physical injury and/or disease. You may also need to discuss the risk of pregnancy. If you require medical care after an assault has occurred, Cornell Health staff or the Cornell Police will arrange to transport you to Cornell Health (when open) or Cayuga Medical Center. Cornell Health staff members are available 24 hours a day to provide information to survivors of sexual assault at Cornell. The staff is bound by standards of confidentiality.

If you are considering a criminal action, seek medical care at Cayuga Medical Center as soon as possible. Do not bathe, shower, douche, or change your clothes before you go. If you do, you may inadvertently remove important evidence. The kind of evidence that supports a legal case against an assailant and may be helpful in obtaining an order of protection should be collected within 96 hours of an assault. Through the Sexual Assault Nurse Examiner (SANE) program at Cayuga Medical Center, a registered nurse can conduct a special examination to collect evidence at the same time as you receive medical care. Keep additional evidence of sexual assault, dating violence, domestic violence and stalking. Save emails, texts, voicemails, letters, notes, etc. Photograph anything of yours that the abuser damages and any injuries that the abuser causes. If there are any witnesses, ask them to document what they saw. Every piece of information you collect could help you should you decide to move forward with a criminal action and may be helpful in obtaining an order of protection.

Reporting the Incident

If you have experienced sexual assault, domestic violence, dating violence, or stalking, you 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. All reports will be taken seriously. If you report an incident, you may choose whether to file a complaint. Cornell Police can assist you in filing a criminal complaint and in obtaining and enforcing a court order of protection. The Title IX Coordinator can assist you with notifying law enforcement authorities and filing a complaint under Policy 6.4. Even if you are unsure about filing a complaint, consultation with the Title IX Coordinator can lead to actions being taken on your behalf, including accommodations, such as assistance in changes to academic, living, transportation and working situations, and protective measures, such as no-contact orders.

Reporting to the Police and Protective Orders

You are encouraged to report to the Cornell Police or a local law enforcement agency any incident of sexual assault, domestic violence, dating violence, or stalking. A report is an account or description of a specific incident. You may make a report without filing a criminal complaint. You may do so by phone, Blue Light phone, in person, or in writing. Please tell the Cornell Police if you are safe and about any injuries you may have. You will need to explain where and when the incident took place and whether the assailant is known to you. You may request transportation to medical and/or psychological care. The Cornell Police offer assistance in notifying local law enforcement, if you so choose, and provide information on pursuing a criminal complaint or other legal action, such as an order of protection. In New York, Family Courts, criminal courts, and Supreme Courts can all issue orders of protection. The University will comply with and Cornell Police will enforce an order of protection, or similar lawful order issued by a criminal, civil, or tribal court.

Reporting to Cornell

You have the option of reporting the incident to the University by contacting a Title IX Coordinator or Deputy Title IX Coordinator. The University Title IX Coordinator has primary responsibility for receiving reports and processing complaints concerning prohibited conduct under Policy 6.4 (including sexual and gender-based harassment, sexual assault, dating violence, domestic violence, and stalking) by students. The University Title IX Coordinator can be contacted at 607.255.2242 or titleix@cornell.edu. The director of the Office of Workplace Policy and Labor Relations (WPLR), also a deputy Title IX Coordinator, has primary responsibility for receiving reports and processing complaints concerning prohibited conduct under Policy 6.4 (including sexual violence and sexual harassment) by faculty and staff members and non-Cornell community members, and can be contacted at 607.255.7232 or equalopportunity@cornell.edu. You may also email a report to titleix@cornell.edu or submit an online report at biasconcerns.cornell.edu. The Title IX Coordinators can assist you in notifying CUPD or local law enforcement if you choose to do so.

Adjudication of a Complaint under Policy 6.4

If you request, the University will promptly initiate a formal complaint process under Policy 6.4. Under Policy 6.4, the University Title IX Coordinator and WPLR are responsible for accepting, processing, determining jurisdiction, and overseeing the investigation of formal complaints.

The University’s response to sexual assault, dating violence, domestic violence, or stalking, will be prompt, fair, and impartial from the initial response to a report to the final resolution of a formal complaint. It will be conducted in a manner that is consistent with the University’s policies and is transparent; provides timely notice of meetings or proceedings at which either party may be present; and provides timely and equal access to both parties and appropriate officials to any information that will be used in the resolution of a formal complaint. 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 that arises from an allegation of dating violence, domestic violence, sexual assault, or stalking, the procedure for appeal, any change in the outcome, and when the outcome becomes final. Appropriately trained individuals—who receive annual training on domestic violence, dating violence, sexual assault, and stalking, and how to conduct such proceedings in a way that protects the safety of both parties and promotes accountability, and who do not have a conflict of interest or bias for or against the complainant or the respondent—will conduct sexual assault, dating violence, domestic violence, and stalking proceedings.

**Standard of Evidence.** The standard of evidence under Policy 6.4 is a preponderance of the evidence (i.e., it is more likely than not that the conduct has occurred).

**Retaliation.** Cornell University prohibits retaliation. All who may be involved in a complaint are warned against retaliation during an investigation. If you experience retaliation, report it to the University Title IX Coordinator or WPLR.

**Interim 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 complaint, the university may put in place interim measures, including reasonably available accommodations, such as assistance in changes to academic, living, transportation and working situations, and protective measures, such as no-contact orders, security escorts, or temporary suspensions (where there is a formal complaint). The University Title IX Coordinator is responsible for issuing interim measures for students.

**Advisors.** The complainant and the respondent may seek the advice of an advisor of their choice. An advisor may accompany the party to all meetings and proceedings, but may not speak on the party’s behalf or otherwise interfere with meetings or proceedings.

**Sanctions.** Disciplinary sanctions in matters against students may include measures similar in kind to interim 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; suspension from the University for a stated period not to exceed five (5) years, or indefinitely with the right to petition the Hearing Panel in writing at any time for readmission after the academic term following the academic term in which the suspension occurred; and dismissal from the University. Disciplinary sanctions in matters against staff and faculty may include corrective actions, educational sanctions, termination of employment, suspension, or dismissal from the university.

**Procedure for Formal Complaint Against Students.** A formal complaint against a student for sexual assault, dating violence, domestic violence, or stalking may be filed with the University Title IX Coordinator under Policy 6.4 at any time as long as the respondent is a student at the time of the complaint. The formal complaint procedure for students is comprised of an investigation, a hearing, and an appeal.

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 submitting an investigative report and record to the Hearing Panel. Both parties will receive a copy of the investigator’s report and record simultaneously. All individuals involved in the investigation will be treated with sensitivity and respect and the investigation will be completed as expeditiously as possible.

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. All efforts will be made to provide the hearing notice no later than seven business days prior to the hearing and to schedule the hearing as soon as practicable. The parties may submit written opening statements and requests for witnesses within five days of receiving the investigative report and record (which period may be extended for good cause). The parties may request questions to be asked of witnesses by the Hearing Panel and may make an oral closing argument. 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 conducts all questioning. The Hearing Panel will issue a written decision as expeditiously as possible upon completion of deliberations.

The complaining and the respondent have equal rights to appeal the Hearing Panel’s findings on responsibility and determinations regarding sanctions and remedies. Appeals must be submitted in writing within ten business days of receipt of the Hearing Panel decision (which period may be extended for good cause). All appeals will be heard by a three member Appeal Panel that includes the Provost and the Vice President for Student and Campus Life, or their designees, as two permanent ex officio members and a member of the Hearing Panel pool as the third member. The Appeal Panel will establish a reasonable schedule for issuing a written decision, typically no later than thirty business days. This decision is final and not subject to further appeal.

At any time after a Formal Complaint has been filed and before a hearing commences, the parties may seek to resolve a report of prohibited conduct through Alternate Resolution, an administrative process. Participation in Alternate Resolution is entirely voluntary; the Title IX Coordinator will neither pressure nor compel either party to participate in the process or agree to any specific terms. Alternate Resolution will not involve mediation, or any face-to-face meetings, between the complainant and the respondent.

**Procedure for Formal Complaints Against Staff and Faculty.** A formal complaint against a staff or faculty member may be filed with WPLR within six months of an incident. Students may also bring a formal complaint against faculty, in the context of a subordinate-supervisory relationship between the faculty member and the student, such as in relation to teaching, advising, research, and thesis or dissertation supervision, within one year after the student is no longer under the supervision of the faculty, or three years from the date of the incident, even if the student is no longer affiliated with the university,
whichever is earlier.

Adversarial hearings, (including confrontation, cross-examination by the parties, and active advocacy by attorneys) are not part of the staff and faculty procedures. The parties are interviewed separately as a part of the fact-finding process and are not required to be present in the same room. Upon conclusion of the fact-finding investigation, the investigator will produce a written investigation report. The report is provided to a single reviewer who will review the investigative report, including the evidence, determination, and/or recommended sanctions or remedial measures.

The reviewer provides both parties with a copy of the investigator’s report simultaneously, and each has ten business days from receipt of the report (which period may be extended for good cause) to submit a response to the reviewer for consideration. The reviewer may accept, modify or reject the investigator’s findings and recommended sanctions. In the case of complaints against staff members, the parties have the right to appeal the reviewer’s decision to the Vice President for Human Resources or designee. In the case of complaints against faculty members, the parties have the right to appeal to the Provost or designee. Appeals must be submitted in writing within ten business days of receipt of the final determination (which period may be extended for good cause). The individual hearing the appeal will decide the appeal procedures. The university official hearing the appeal issues a written decision, simultaneously, to the parties. This decision is final and not subject to further appeal.

Privacy and Confidentiality

Privacy. Please see “Resources for Victims” below for information on Confidential Resources if you do not wish to report the incident to the University, but wish to seek confidential assistance and advice. All Cornell offices and employees, including the Title IX Coordinators, will maintain your privacy to the greatest extent possible. The information you provide to a nonconfidential resource will be relayed only as necessary for the Title IX Coordinator to investigate and/or seek a resolution.

Complainant’s desire for confidentiality or decision not to pursue resolution under Policy 6.4. Upon receiving a report, the University strongly supports a complainant’s desire for confidentiality or decision not to pursue resolution under Policy 6.4. If the complainant decides not to pursue resolution under Policy 6.4, the University will honor the complainant’s request if doing so does not impact the University’s ability to provide a safe and non-discriminatory environment for all members of the University community, including the complainant. The Title IX Coordinator will evaluate requests for confidentiality. Regardless of whether the complainant requests confidentiality or decides not to pursue resolution under Policy 6.4, the Title IX Coordinators will assist the complainant with reasonably available accommodations, which may include academic, housing, transportation, employment, and other accommodations. These accommodations will vary depending on the nature of the reported prohibited conduct, whether the complainant is a student, faculty or staff member, and the wishes of the complainant regarding confidentiality. The Title IX Coordinator will evaluate disclosure and afford participants certain rights to disclose information related to matters under this policy. The university also recognizes that there are legal mandates that govern disclosure and afford participants certain rights to disclose information related to matters under this policy. The University encourages parties not to reveal any information they learn in the course of their participation in processes set forth in the applicable procedures, 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 you are eighteen (18) years or older, no university office will contact your parents or other family members. Friends, faculty, coaches, supervisors, co-workers, etc. are not contacted either, unless they are witnesses or necessary to implement interim measures or resolution. Parties may choose whether to disclose or discuss with others the outcome of a Policy 6.4 complaint. The University will complete publicly available recordkeeping, including Clery Act reporting and disclosures, without inclusion of personally identifying information about the victim.

Privacy of Complaint Process. The university recognizes that participants should be protected from unreasonable disclosure of their involvement in processes under any of the applicable procedures, and of any information they reveal during their participation. However, the university also recognizes that there are legal mandates that govern disclosure and afford participants certain rights to disclose information related to matters under this policy. The University encourages parties not to reveal any information they learn in the course of their participation in processes set forth in the applicable procedures, 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 you are eighteen (18) years or older, no university office will contact your parents or other family members. Friends, faculty, coaches, supervisors, co-workers, etc. are not contacted either, unless they are witnesses or necessary to implement interim measures or resolution. Parties may choose whether to disclose or discuss with others the outcome of a Policy 6.4 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

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

- Cornell Health (medical and mental health providers, students only: 607.255.5155)
- The Faculty and Staff Assistance Program (FSAP) (mental health providers, faculty and staff only: 607.255.2673)
- Cornell United Religious Work Chaplains (CURW) (pastoral counseling: 607.255.6002)
- The Ithaca Advocacy Center’s 24/7 hotline 607.277.5000
- The Cornell Victim Advocate 607.255.1212, victimadvocate@cornell.edu
- The director of the Women’s Resource Center (WRC) 607.255.0015, wrc@cornell.edu
- The director of the LGBT Resource Center 607.254.4987, lgbtrc@cornell.edu
- The University Ombudsman 607.255.4321

Conversations with the University’s “confidential resources” are kept strictly confidential and, except in rare circumstances, will not be shared without explicit permission, as explained below: 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 proceeding. The Victim Advocate, directors of the WRC and LGBT Resource Center, and the Ombudsman 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.

Cornell faculty and staff, other than those designated “confidential” above, have a duty to consult with a Title IX coordinator once they become aware of an alleged incident of sexual and related misconduct, such as sexual assault, dating violence, domestic violence, and stalking, that involves a student as either the complainant or respondent. Those university officials who cannot guarantee confidentiality will maintain a person’s privacy to the greatest extent possible. The information provided to a non-confidential resource will be relayed to the Title IX Coordinator or Deputy Title IX Coordinator only as necessary for the Title IX Coordinator to investigate and/or seek resolution.

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

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

**Prevention and Awareness Education**

Cornell is committed to providing sexual assault, domestic violence, dating violence, and stalking prevention and awareness education in order to foster a positive, respectful, and safe climate for all members of our community. The University’s comprehensive educational programs and campaigns are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, informed by research or assessed for value, effectiveness or outcome, and consider environmental risk and protective factors as they occur on the individual, relationship, community, and societal levels. Primary prevention and awareness programs for incoming students and new employees include a statement that the university will not tolerate sexual assault, dating violence, domestic violence, or 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.

The University’s primary prevention and awareness programs for new students include undergraduate students attending two mandatory interactive orientation programs during their first week on campus. The first, Speak About It, addresses the context of sexual violence, harassment, domestic violence, dating violence, and stalking and provides positive intervention strategies to employ when students observe behavior that could lead to risk or a negative outcome. At that program, students receive written information about their rights and options. The second program, Identity and Belonging, introduces new students to Cornell’s values and expectations related to identities and bias, and to the campus-wide commitment to promoting a spirit of inclusiveness and respect for all members of the campus community, creating a sense of belonging for everyone. Both programs are followed by moderated discussions led by Cornell staff. New undergraduate students are also required to complete AlcoholEdu, an online, interactive alcohol education course prior to arriving on campus.

Graduate and professional students are required to complete Not Anymore for Graduate Students, an online sexual and gender-based harassment, sexual assault, dating violence, domestic violence, and stalking awareness and prevention educational program that provides options for bystander intervention and information on risk reduction. Graduate and professional students also receive written information about their rights and options and are offered other educational resources and primary prevention and awareness programming through their different colleges and the Graduate School. Graduate School programming includes interactive seminars and presentations held throughout the year.

Important information about Cornell resources, support services, policies and prevention messages is provided campus-wide in print materials found in on-campus academic and student services offices.

The university produced a training webinar entitled “Building a Culture of Respect” which during the 2016-2017 academic year was completed by 1485 new academics and staff. This online program deals with prevention and awareness of protected status discrimination and harassment, sexual assault, domestic violence, dating violence, and stalking, emphasizing the requirements under Title IX to refrain from acts of sexual discrimination, harassment, and violence and how to report such incidents to the appropriate Title IX coordinators, get help, and prevent recurrences. All employees are required to view “Building a Culture of Respect” as part of their onboarding process.

Numerous additional educational programs and campaigns are conducted by Residential Programs, Dean of Students, Cornell
Health, Cornell Police and other university units/ departments throughout the academic year. Some examples include: the Community and Respect (“CORE”) Residential Advisors program, which conducts ongoing prevention and awareness campaigns on moral and ethical awareness, including consent, bystander intervention, holding peers accountable to their actions, and multicultural competence; peer education programs, such as Consent Ed, Cayuga’s Watchers, and Wingman 101, 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; programming sponsored by the LGBT and Women’s Resource Centers related to consent, healthy relationships and Cornell’s caring community; on-going training for student organizations on the potential consequences of high risk drinking and how to reduce risks; required training for all registered student organization officers to raise awareness about sexual assault, dating/domestic violence, and stalking and provide resources; training for residential staff on how to respond to a report of sexual violence; peer-led interactive trainings for students on topics including building healthier relationships, sex and values, self-esteem, substance abuse, and suicide prevention; the Cornell Social Consultant Program, a student sexual violence prevention initiative that aims to reduce sexual and intimate partner violence by creating a campus culture in which respect and positive relationships are the norm; university public health fellows who, among other responsibilities, facilitating sexual violence prevention and education outreach programs and guide the Greek Health and Wellness Initiative; and Intervene, a video and facilitated workshop demonstrating a variety of scenarios—sexual assault, sexual harassment, intimate partner abuse, hazing, an alcohol emergency, emotional distress, and bias—and showing how students can make a difference in each of them.

The university maintains a comprehensive website “SHARE-Sexual Harassment and Assault Response and Education,” share.cornell.edu, which provides resources and updated information for faculty, staff, students, visitors and the community at large covering: getting care, reporting options, university policy and laws, resources (including detailed information on risk reduction), and education and engagement (including descriptions of safe and positive options for bystanders intervention). The Office of the Title IX Coordinator also maintains a website titleix.cornell.edu.

**Cornell’s Victim Advocacy Program**

Phone: 607.255.1212.
Website: www.health.cornell.edu/services/victim-advocacy
Email: victimadvocate@cornell.edu

Cornell’s Victim Advocacy Program provides assistance to any member of the university community who has been the victim of a crime or other traumatic incident, particularly bias or sexual harassment, sexual assault or rape, intimate partner violence, or stalking. A victim advocate can answer questions, provide support, discuss options, facilitate connections to services, and assist with academic, work, or other accommodations. Though this is not a 24/7 crisis service, calls to the victim advocate office are typically returned within the next business day.

**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/soi.

**Reporting Hate Crimes and Bias Incidents**

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

A bias incident—as defined by Cornell policy 6.4: Prohibited Discrimination, Protected-Status Harassment, Sexual Harassment, and Sexual Assault and Violence—is an action taken against a person or group of individuals that one could reasonably and prudently conclude is motivated, in whole or in part, by the alleged offender’s bias against an individual’s actual or perceived aspect of diversity, including age, ancestry or ethnicity, color, creed, disability, gender, gender identity or expression, height, immigration or citizenship status, marital status, national origin, race, religion, religious practice, sexual orientation, socioeconomic status, or weight.
Identifying and Reporting Bias Activity
Cornell has established the Reporting Bias System in order to provide an avenue for the community to report such activity and to receive a timely and appropriate response. To facilitate the assessment of bias incidents and the appropriate intervention steps, reported incidents are routed to the Bias Assessment & Review Team (BART)—the coordinating hub of a network of existing bias liaisons from across the university. The BART may refer complaints to the appropriate university agency—such as Workforce Policy and Labor Relations—or work collaboratively with campus partners to determine the best method of intervention to address discrimination/bias complaints.

Anyone who directly witnesses, experiences, finds evidence of, or hears of bias activity on the Cornell campus—or in an area that impacts the Cornell community—should immediately report the incident online at https://hr.cornell.edu/our-culture-diversity/diversity-inclusion/harassment-discrimination-and-bias-reporting/report-bias. If the bias activity constitutes a bias crime, as defined by federal, state, and local laws, the report will be shared with Cornell Police.

Information about the university’s Reporting Bias System is available at the Department of Inclusion and Workforce Diversity. The office is open from 8 a.m.—4:30 p.m., Monday through Friday at 150 Day Hall. Call 607.255.1426, TDD/TTY 255.7066, or go online at hr.cornell.edu/our-culture-diversity/diversity-inclusion. Statistics related to the Reporting Bias System are updated monthly and published at diversity.cornell.edu.

Campus Code and Grievance Procedures

Office of the Judicial Administrator (OJA):
Receiving, Investigating, and Pursuing Accusations of Violations of the Campus Code of Conduct (Code)
Location: 120 Day Hall
Phone: 607.255.4680

The essential purpose of the Code is to protect and promote the University community’s pursuit of its educational goals. These interests, with respect to the governing of community conduct, include the following: 1. the opportunity of all members of the University community to attain their educational objectives; 2. the generation and maintenance of an intellectual and educational atmosphere throughout the University community; and 3. the protection of the health, safety, welfare, property, and human rights of all members of the University community, and the safety, property, and reputational interests of the University itself. These general interests, of course, are also the subject matter of the public laws of the state and nation.

The Campus Code of Conduct is the University community’s code, and hence is the responsibility of all community members. Everyone in the Cornell community—students, faculty, and other employees—is governed by the Code and is under the jurisdiction of the Code; the exception to this is for actions within a faculty or employee’s day-to-day work, which are referred to the appropriate employment authority. The Code applies on any part of the Cornell campus, on any other property or facility used by Cornell for educational purposes, and on the property of any University-related residential organization in the Ithaca or Geneva, New York areas. For conduct that poses a substantial threat to the University’s educational mission or property or to the health or safety of University community members, jurisdiction can be extended.

Potential violations of the Code are referred to the OJA, and any person—whether a Cornell community member or not—may report a possible violation of the Code to the OJA. The OJA receives, investigates, and pursues accusations of violations of the Code, or of any other regulations as the University Assembly or Board of Trustees may direct. The OJA operates independently of University administration in overseeing Cornell’s internal judicial process.

The Code prohibits misconduct, including, but not limited to: assault behavior; sexual misconduct (such as sexual assault or sexual harassment); violation of computer-use policies; possession of forged ID cards; undergo possession of alcohol; and, possession of any drug (including marijuana, medical or otherwise). Note that cases of sexual misconduct, such as sexual assault or sexual harassment, are handled under the procedures of Cornell Policy 6.4, rather than the procedures of the Code. (See the section “Sexual Violence” on page 17 of this report.) Generally, complainants can: decide to pursue a case or not; pursue remedies in civil or criminal courts off campus; attend any relevant proceeding; bring a friend or advisor unconnected to the case to any meeting; receive the free assistance of a victim’s advocate; request a no-contact directive in cases involving menacing activity; learn the outcome of cases in which they have filed a complaint; and, file an appeal. Respondents may: bring a friend or advisor who is unconnected to the case to any meetings; receive the free assistance of a Judicial Codes Counselor; question witnesses; confront accusers; present witnesses; submit evidence; request and appeal; and, remain silent. (See the section “Sexual Violence” on page 17 to better understand the procedures for allegations of sexual misconduct.)

Under the Code, cases may be resolved with no action, by a Summary Decision Agreement, or by an adjudicative body comprised of students, faculty, and non-faculty employees. Sanctions following a finding of responsibility may include: a combination of an oral warning or written reprimand, and appropriate educational steps, community work, a fine, restriction or loss of privileges, probation, suspension, or dismissal. Remedies following a finding of responsibility may include restitution or an order to perform or to cease and desist from stated actions.

To view the entire Campus Code of Conduct, go to https://www.dfa.cornell.edu/policy/policies/campus-code-conduct.

Sanctions and Remedies under the Campus Code of Conduct
The following sanctions may be imposed under the Code:

Faculty Members and Other Employees
a. Oral warning, educational steps, community work, and fines/restitution, as provided for student offenders
b. Written reprimand
c. Suspension from University duties for a stated period not to exceed one month, with loss of salary but not with loss of other rights and privileges
d. Dismissal from University employ, with termination of any contract or tenure
The following remedies may be imposed under the Code for any population under the jurisdiction of the Code: restitution or an order to perform or to cease and desist from stated actions.

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

- Academic Employee Grievances: dfa.cornell.edu/treasurer/policyoffice/policies/volumes/humanresources/grievance.cfm
- Nonacademic Employee Grievances: ombudsman.cornell.edu/hr.cornell.edu/policies/nonacademic/grievance.html
- Prohibited Discrimination, Protected Status (including Sexual) Harassment, and Bias Activity: dfa.cornell.edu/treasurer/policyoffice/policies/volumes/humanresources/prohibited.cfm
- Grade or Course Grievances: ombudsman.cornell.edu
- Graduate Student Grievances: gradschool.cornell.edu/?p=125

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 health services as well as leadership and advocacy—all in support of a healthy campus community.

Full-time registered students use Cornell Health for medical care, counseling, resources, and referral. Part time students and the
spouses and partners of students also may use Cornell Health for many of their health care needs.

Employees use services at Cornell Health to supplement those offered by primary-care providers. Cornell Health staff members are available to assist faculty and staff members (as well as residential staff, TAs, parents, and other students) who are concerned about a student in distress. Cornell Health is accredited by the Accreditation Association for Ambulatory Health Care.

For information, appointments, referrals, and other assistance during business hours, call 607.255.5155 or stop by Cornell Health. When the facility is closed, you may consult by phone with a health-care provider who can offer advice and, if necessary, arrange transportation for students to Five Star Urgent Care, Cayuga Medical Center’s Convenient Care Center or emergency department.

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

caringcommunity.cornell.edu

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 caring community website provides information for all Cornell community members on a range of programs and resources designed to support individual and community well-being.

Counseling and Support for Students

Cornell offers a variety of counseling and support programs and services for students. These include:

- Professional counseling and psychiatry: offered by Cornell Health mental health care providers. Phone: 607.255.5155 (24/7)
- Peer counseling: provided by the Dean of Student’s Empathy, Assistance, and Referral Service (EARS) Phone: 607.255.EARS (3277).
- Spiritual support and guidance: Cornell United Religious Work (CURW). Phone: 607.255.4214

For a more extensive list of support resources, visit caringcommunity.cornell.edu.

For Students in Crisis

Crisis Management

The university’s crisis-management system is coordinated through the Offices of the Vice President for Student and Campus Life and the Dean of Students and is affiliated with other units whose responsibilities focus on helping students. In the event of a student crisis, call Cornell Police, 607.255.1111, at any time, day or night, to initiate connection with a university staff member who is serving as a crisis manager.

In a variety of challenging situations, a crisis manager can help:

- Coordinate the flow of information while protecting confidentiality and privacy in sensitive personal matters
- Arrange for support services provided to the student and others affected by the crises
- Consult with, advises, and facilitates communication among individuals and units providing direct supports
- Provide direct service to those affected by the crises, such as personal support, information, and referrals (the crisis manager is often a primary contact for parents)
- Monitor the process and provides the follow-up services, as needed

Other Resources

For additional information about managing concerns about a student at Cornell, visit health.cornell.edu/ [search “Resources for Faculty & Staff].

Faculty and Staff Assistance Program (FSAP)

Phone: 607.255.2673 (255.COPE)
312 College Ave., Suite A
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.

Over the phone or in person, 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 issues. They also are available for consultation with people who have concerns about others. FSAP counselors also provide support in the wake of a crisis, and are available by phone 24/7 for urgent mental health concerns.

(FSAP partners with Cornell Health to provide responsive, professional phone consultation whenever the FSAP office is closed, ensuring that employees can call FSAP to speak confidentially with a licensed health care provider.)

Visit www.fsap.cornell.edu for detailed information about services, staff, hours, directions, eligibility, and access.

Emergency Medical Service . . . and a Volunteer Opportunity

Cornell University Emergency Medical Service (CUEMS) is a New York State-recognized, student-run basic life support emergency medical first-response agency. With more than 75 active members, CUEMS has been providing service to the Cornell community for 40 years. CUEMS is an all-volunteer organization and is part of the Cornell Department of Environmental Health and Safety.

The squad provides response to all 911 calls for medical emergencies and evaluations on the Cornell University campus and surrounding university-owned properties. CUEMS also provides stand-by service for university events and provides CPR, first aid, and other training seminars to the Cornell community. Any member of the Cornell community can apply to become a CUEMS member, and no prior experience is required. Visit our website at cuems.cornell.edu for more information.
Campus Map

- Blue Light phones
  (Direct line to Cornell Police for emergencies or other assistance)
- Cornell Operated Land
- Cornell Buildings

Cornell Police
(G2 Barton Hall; map locator D5)
Cornell Police website: www.cupolice.cornell.edu
For emergency assistance: Call 911 or use a Blue Light or other campus emergency phone
For non-emergency assistance or general information: Call 607.255.1111 (255.1111 within the Cornell phone system) or use a Blue Light or other campus emergency phone.
Blue Light Escort Service: 607.255.7373
Lost and Found: 607.255.7197
Crime Prevention Unit: 607.255.7305

Cornell Health
(Ho Plaza; map locator B5)
Cornell Health: health.cornell.edu
Call 607.255.5155 for information or appointments. (24/7)
24-hour phone consultation with a health-care provider: 607.255.5155
Emergency assistance: 911 any time, day or night

Office of Transportation and Mail Services
(116 Maple Avenue; map locator E7)
Campus Parking: www.parking.cornell.edu
Office hours: Monday–Friday, 7:30 a.m.—4 p.m.
607.255.4600 (parking and transportation information)
Office of Transportation and Mail Services

Location: 116 Maple Avenue, Ithaca, NY 14850-4901
Hours: Monday to Friday, 7:30 a.m. to 4 p.m.
Phone: 607.255.4600, Fax: 607.255.0257
Email: transportation@cornell.edu
Website: parking.cornell.edu

Cornell’s Office of Transportation and Mail Services is the campus resource for information about parking, transit, and other transportation options (including those for persons with accessibility needs). The office oversees the university’s traffic, vehicle and bike registration, parking permit, parking enforcement, and alternative transportation programs.

In the Community: Enforcement, Treatment, Counseling, and Referral

Many local agencies provide law-enforcement, treatment, counseling, or referral services, as well as training and educational materials and programs. The agencies and offices listed inside the back cover of this report help prevent and prosecute criminal offenses—including sexual offenses—and provide support and treatment to victims.

Emergencies

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

Related University Policies

To view Cornell University’s policies and more on the services provided by the University Policy Office (UPO), visit the UPO website at dfa.cornell.edu/treasurer/policyoffice/policies.

An overview of selected policies is presented here. Please consult the actual policy or the administering office for details regarding each policy.

Alcohol and Other Drugs

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

In addition, the Cornell Campus Code of Conduct sets forth disciplinary procedures and sanctions for violations of the policy on Alcohol and Other Drugs. The code is available at dfa.cornell.edu/sites/default/files/policy/CCC.pdf. To reduce concerns about judicial consequences in alcohol-related medical emergencies, the university has established a Good Samaritan Protocol, which is available at health.cornell.edu/resources/health-topics/alcohol-other-drugs/good-sam.

Campus Code of Conduct

Cornell’s basic prescription for community conduct is divided into five sections. The full text is available at dfa.cornell.edu/sites/default/files/policy/CCC.pdf.

Access to Student Records

See University Policy 4.5, Access to Student Information, at dfa.cornell.edu/sites/default/files/vol4_5.pdf.

Disability Information

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

Equal Opportunity

hr.cornell.edu/diversity/eeeo

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

Health and Safety Policy

dfa.cornell.edu/sites/default/files/policy/vol8_6_0.pdf

Inclement Weather Policy

dfa.cornell.edu/sites/default/files/policy/vol8_2_1.pdf

Keys and Other Access Control Devices

dfa.cornell.edu/sites/default/files/policy/vol8_4.pdf

Postering and Publicity

sao.cornell.edu/so/postering.pdf

Prohibited Discrimination, Protected-Status Harassment, Sexual Harassment, and Sexual Assault and Violence

dfa.cornell.edu/sites/default/files/vol6_4.pdf

Responsible Use of Information Technology Resources

dfa.cornell.edu/dfa/sites/default/files/vol5_1.pdf

Standards of Ethical Conduct

dfa.cornell.edu/sites/default/files/policy/vol4_6.pdf

Smoking

dfa.cornell.edu/sites/default/files/policy/vol8_7.pdf

Voluntary Leaves of Absence for Students

dfa.cornell.edu/sites/default/files/policy/vol7_1_0.pdf
**Police Services**
- Cayuga Heights Police 607.257.1011
- Cornell Police, G2 Barton Hall 607.255.1111
- Dryden Police 607.844.8118
- Groton Police 607.898.3131
- Ithaca College Public Safety 607.274.3333
- Ithaca Police 607.272.9973
- New York State Police 607.273.4671 or 607.347.4440
- Tompkins County Sheriff’s Department 607.272.2444
- Trumansburg Police Department 607.387.6505

**Medical Treatment and Care**
- Cayuga Medical Center at Ithaca
  101 Dates Drive (off Route 96 north)
  emergency room: 607.274.4411, information: 607.274.4011
- Cornell Health 607.255.5155
- Tompkins County Fire and Ambulance 607.273.8000
- Cornell Advocates for Rape Education
  607.255.4782
- Cornell Interactive Theatre Ensemble 607.254.2759
- Cornell Police Crime Prevention Unit
  G2 Barton Hall 607.255.7404
- Cornell United Religious Work
  118 Anabel Taylor Hall 607.255.4214
- Counseling and Psychological Services
  Cornell Health 607.255.5208, 607.255.5155
- Dean of Students (Office of the)
  401 Willard Straight Hall 607.255.1115
- Empathy, Assistance, and Referral Service
  213A Willard Straight Hall
  607.255.EARS (255.3277) or 607.255.3608
- Faculty and Staff Assistance Program
  607.255.2673 (255.COPE)
  24 hours per day, 7 days per week
- Cornell Health Promotion
  Cornell Health 607.255.5155
- Judicial Administrator (Office of the)
  120 Day Hall 607.255.4680
- Lesbian, Gay, Bisexual, and Transgender Resource Center
  282 Caldwell Hall 607.254.4987
- Ombudsman (Office of the University)
  118 Stimson Hall 607.255.4321
- Organizational Development for Faculty and Staff
  607.254.6400
- SHARE
  share.cornell.edu
- University Title IX Coordinator
  150 Day Hall 607.255.2242
- Victim Advocacy Program
  Cornell Health, 607.255.1212
- Workforce Diversity and Inclusion
  607.255.3976
- Workforce Policy and Labor Relations
  607.254.7232 or 607.255.4652

**Tompkins County**
- Advocacy Center (Domestic Violence, Youth Sexual Abuse, and Adult Survivors of Sexual Abuse)
  607.277.3203; 24-hour hotline: 607.277.5000
- Cayuga Medical Center at Ithaca
  607.274.4011
- Child Abuse and Maltreatment Register (New York State)
  800.342.3720
- Family and Children’s Services
  607.273.7494
- Information and Referral Services of Tompkins County
  607.272.9331
- Ithaca Lesbian, Gay, Bisexual, Transgender Task Force
  100 West Seneca Street 607.387.8252
- Mental Health Services Clinic
  201 East Green Street 607.274.6200
- Planned Parenthood of the Southern Finger Lakes
  620 West Seneca Street, appointments: 607.273.1513; education: 607.216.0021
- Suicide Prevention and Crisis Service
  607.272.1616
- Tompkins County Stop DWI
  607.274.5524
Diversity and Inclusion are a part of Cornell University’s heritage. We are a recognized employer and educator valuing AA/EEO, Protected Veterans, and Individuals with Disabilities.

Campus Watch

Campus Watch is published annually by Cornell Police, in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Act and other state and federal crime-reporting laws, and as a public service. Address comments and questions regarding those laws and Cornell’s compliance with them to:

Kathy Zoner, Chief of Cornell Police
G2 Barton Hall, Ithaca, NY 14853-1701
phone 607.255.8945; fax: 607.255.5916; email: cu_police@cornell.edu

Peggy Matta, Clery Compliance Officer
Cornell Police
365 Pine Tree Road, Ithaca, NY 14850
phone 607.255.4393; email: mem25@cornell.edu