



2019-2020

Alleged Policy 6.4 violations and Formal Complaints against Students, Staff, and Faculty in the 2019-2020 Academic Year

Introduction

This statistical summary provides information on reports of alleged [Cornell Policy 6.4](#) violations and Formal Complaints made against students, staff, and faculty during the 2019-2020 academic year.¹ The statistics are anonymized consistent with the privacy provision the policy.

The University has designated different types of prohibited conduct as well as Procedures for resolution of reports under Policy 6.4 that correspond best with the University's different constituencies. Please see the [definitions of prohibited conduct and Procedures](#) in effect for the 2019-2020 academic year.

Alleged Policy 6.4 Violations

During the 2019-2020 academic year, the Office of Institutional Equity and Title IX (OIETIX) received notice of 490 alleged Policy 6.4 violations. These reported allegations do not necessarily constitute violations of Policy 6.4. For example, the university may lack jurisdiction or simply not have enough information to move forward. After assessment of each allegation, it was determined that 408 of the allegations were potential Policy 6.4 violations.

Table 1 below provides a breakdown of the alleged violations by type of prohibited conduct. **Tables 2 and 3** provide a breakdown of the bases of the discrimination and harassment allegations, respectively, as included in Table 1.²

¹ Alleged Policy 6.4 violations and Formal Complaints signed between July 1, 2019, and June 30, 2020.

² Discrimination and/or harassment allegations may be based on more than one protected status. For example, an Asian woman may allege that they have been discriminated against based on both their race and gender.

Table 1: Alleged Policy 6.4 Violations in the 2019-2020 Academic Year	
Prohibited Conduct	Number of Alleged Policy Violations
Attempting to Commit Prohibited Conduct	6
Dating and Domestic Violence	41
Discrimination	22
Harassment (Non-Sexual)	20
Sexual Harassment	113
Retaliation	16
Sexual Assault	117
Sexual Exploitation	19
Stalking	41
Violating an Interim Measure	13

Table 2: Bases of Discrimination Allegations	
Age	4
Disability	6
Ethnic or National Origin	4
Gender	9
Race or Color	3
Religion or Creed	1
Sexual Orientation	2

Table 3: Bases of Harassment Allegations	
Age	2
Disability	2
Ethnic or National Origin	1
Gender (Non-Sexual)	12
Gender Expression and Identity	1
Race or Color	4
Religion or Creed	2
Sexual Orientation	1

Table 4 below provides a breakdown of the classification of respondents against whom the allegations were made.

Table 4: Respondent Classification³	
Current or Former Students	137
Current or Former Staff or Faculty	96
Organization	2
Unknown or No Cornell Affiliation	73

Formal Complaints

During the 2019-2020 academic year, a total of 19 Formal Complaints of prohibited conduct under Policy 6.4 were made against undergraduate students, staff, or faculty.⁴ There were no Formal Complaints against graduate or professional students. Of the 19 complaints, 10 were made against undergraduate students, and nine against staff or faculty. These Formal Complaints are resolved under the applicable Procedures for the university's different constituencies. See the [Procedures in effect for the 2019-2020 academic year](#).

Tables 5 and 6 detail resolution of cases that went through the Formal Complaint process (i.e., investigation with determination by reviewer, alternate resolution, hearing, or appeal).

³ Multiple allegations may be made against a single respondent, and a single allegation may involve multiple respondents.

⁴ A single Formal Complaint can include multiple allegations of prohibited conduct.

Table 5: Cornell Policy 6.4 Formal Complaints Against Undergraduate Students in the 2019-2020 Academic Year

Prohibited Conduct	Resolution Type	Outcome	Sanctions
Sexual Harassment, Sexual Exploitation	Hearing	Not Responsible	N/A
Sexual Assault, Sexual Exploitation, Attempting to Commit Prohibited Conduct, Sexual Harassment, Retaliation	Alternate Resolution	Not Responsible	No-Contact Order, Remedial Measures: Educational Program, Meeting with OIETIX, Accountability Reflection Paper
Retaliation	Alternate Resolution	Not Responsible	No-Contact Order, Remedial Measures: Educational Program, Meeting with OIETIX, Accountability Reflection Paper
Dating and Domestic Violence, Sexual Assault	Appeal	Not Responsible	N/A
Dating and Domestic Violence, Stalking	Alternate Resolution	Not Responsible	No-Contact Order, Impact Letter Review
Stalking, Sexual and Gender-Based Harassment	Alternate Resolution	Responsible	No-Contact Order, Written Reprimand, Directed Study, Reflection Paper
Dating and Domestic Violence, Violating an Interim Measure	Investigation	Complaint Dismissed with Transcript Notation Based on Respondent's Status	N/A
Sexual Assault	Alternate Resolution	Responsible	No-Contact Order, Written Reprimand, Disciplinary Probation, Impact Letter Review, Directed Study, Reflection Paper
Stalking, Dating and Domestic Violence	Alternate Resolution	Not Responsible	No-Contact Order, Impact Letter Review
Sexual Assault	Appeal	Not Responsible	N/A

Table 6: Cornell Policy 6.4 Formal Complaints Against Staff or Faculty in the 2019-2020 Academic Year			
Prohibited Conduct	Resolution Type	Outcome	Sanctions
Sexual Assault	Appeal	Responsible	Termination
Sexual Harassment	Appeal	Not Responsible	N/A
Sexual and Gender-Based Harassment	Hearing	Responsible	Restrictions or Loss of Specified Privileges at the University, Coaching
Discrimination, Retaliation	Appeal	Not Responsible	N/A
Discrimination, Retaliation	Appeal	Not Responsible	N/A
Discrimination, Retaliation	Appeal	Not Responsible	N/A
Sexual Harassment	Hearing	Not Responsible	N/A
Discrimination	Assessment and Review	Complaint Dismissed	N/A
Discrimination	Assessment and Review	Complaint Dismissed	N/A

Other Resolutions of Matters Involving Potential Policy 6.4 Violations

Table 7 below provides information on how the matters involving reported policy violations were resolved and administratively closed by OIETIX after an initial assessment.

Table 7: Other Resolutions of Matters Involving Potential Policy 6.4 Violations	
Supportive Measure(s) Only	28
Referral to HR/Partner Office	51
Respondent Unknown or Anonymous	61
Insufficient Information	141
No Basis for University Jurisdiction	33
Other ⁵	22

⁵ Other resolutions may reflect the preliminary inquiry stage prior to a Formal Complaint or educational conversations/measures. There is always outreach provided when the complainant is identified.

Table 8 below provides a breakdown of Table 7 where the allegations were made against current or former students, staff, or faculty.

Table 8: Other Resolutions of Matters Involving Potential Policy 6.4 Violations with Current or Former Students, Staff, or Faculty Respondents	
Current or Former Students	
Supportive Measure(s) Only	23
Referral to HR/Partner Office	4
Respondent Unknown or Anonymous	17
Insufficient Information	84
No Basis for University Jurisdiction	15
Other	16
Current or Former Staff or Faculty	
Supportive Measure(s) Only	3
Referral to HR/Partner Office	43
Respondent Unknown or Anonymous	4
Insufficient Information	29
No Basis for University Jurisdiction	7
Other	6

Bias Reporting

[The Department of Inclusion and Belonging](#) (formerly the Department of Inclusion and Workforce Diversity) was responsible for tracking all reported bias activity that occurred at Cornell University, including all reports made by faculty, staff, students, and visitors to the Ithaca, Weill Cornell Medicine, and Cornell Tech campuses, in the 2019-2020 academic year.

[Click here for a copy of the Annual Report.](#)