



Cornell University

2015 Annual Security Report

ILR NYC Conference Center
16 East 34th Street

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Jeanne Clery Disclosure of Campus Security Policy
and Campus Crime Statistics Act

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ILR NYC Conference Center

The School of Industrial and Labor Relations (ILR) at Cornell University is the premier institution for research and education in the fields of labor and human resource studies. It boasts a resident faculty preeminent in such diverse disciplines as collective bargaining, labor history, and labor law; organizational behavior; human resource management; labor economics; and social statistics. The school houses a number of research institutes, including The Scheinman Institute on Conflict Resolution, the Center for Advanced Human Resource Studies, the Global Labor Institute, and the New York City-based Institute for Workplace Studies.

The ILR NYC Conference Center, located at 16 East 34th Street, is centrally located in the heart of Manhattan and is the home of the Institute for Workplace Studies, the Master of Professional Studies in New York City (MPS) program and other ILR. The Center can accommodate groups of up to 125 people with 5 classrooms, 3 meeting rooms, a distance learning suite and a full-featured dining room. In addition, there is a labor and management resource center where visitors can get some quiet focused time to conduct research or attend to email and other communications.

Safety and Security at the Center

The safety of our students, faculty and staff is very important to us. The security for the Center, located on the 4th and 6th floors of 16 East 34th Street, is provided by the building security group under the management of Cushman & Wakefield. Center administrative operations are under the guidance of the Director of Conference Center. The Director works closely with both the building security group and the property manager to coordinate security for the Center. Incidents of a criminal nature are reported to the NYPD via the complainant either in person or through the Director of Conference Center.

Preparation of the Clery Report

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires that the Center:

- publish an annual security report every year by October 1 disclosing campus crime statistics and detailing certain campus security policy statements;
- provide a policy statement and procedures for providing emergency notifications and evacuation procedures; and
- issue “timely warning” notices to alert the campus community about crimes that pose a serious or continuing threat to safety.

Compilation of information for the annual security report as well as criminal statistical data as required by the Act is accomplished through cooperative efforts with the Director of Conference Center, NYPD and the Cornell University Clery Compliance office. The report informs the Center community about important procedures, policies, crime prevention programs, and campus statistics. The Director of Conference Center collects statistical information from reports made directly to him and from the New York Police Department, Midtown South Precinct. Each staff member of the ILR NYC Conference Center receives an

annual email describing the report and providing the web address to obtain a copy of the report, <http://www.ilr.cornell.edu/regionaloffices/NewYorkCity/index.html> The Director of Conference Center keeps hard copies of the annual security report on hand and will provide one upon request. For more information, contact the Director of Conference Center, 212-340-2851. Prospective employees and students are afforded the same information at the time they obtain an application for employment or admission. Any person may have access to the report and is posted at <http://www.ilr.cornell.edu/regionaloffices/NewYorkCity/index.html>

Reporting Crime and Requesting Assistance

The ILR NYC Conference Center encourages students, faculty, staff and others who may be at the Center or on the contiguous geographic perimeter of the Center to promptly report any past crime, attempted crime or suspicious activity or actual criminal activity to the Director of Conference Center. The Director will expeditiously respond to the condition reported and make necessary notifications to the local police precinct. Whether you are a victim or a witness, you have the responsibility to report crime. Criminal activities, as well as other emergencies, can be reported by:

1. Call 911

- Act quickly but calmly.
- Get to a safe place if possible
- Be prepared to describe:

Nature of Incident

- Fire: type and size of fire
- Medical: type of illness or injury and specific cause, if you know it
- Police: the crime or danger and descriptions of suspects, vehicles if any are involved, and the direction of their travel
- Chemical: chemicals involved, quantity, hazards, and injuries

AND

Location of Incident

- Building name
- Room or apartment number
- Street address
- Landmarks near location if outdoors
- Stay on the line. Answer all questions. Let the dispatcher hang up first. If disconnected, call back immediately.

2. If reporting a non-emergency:

- do not call 911
- 212-340-2851 - Non-emergencies

Access Control and Building Security

Everyone acting on behalf of Cornell University must take responsibility for faculty, staff, and student safety, as well as the security of university physical space and the assets contained therein. An essential element of security is maintaining adequate control to ensure that university assets are accessed only by those authorized to do so. This necessitates the tracking of university key systems and access control devices, as well as the locations they access and the individuals to whom they are issued as well as the use of alarm monitoring and video surveillance for security purposes.

Responsibility for the management of proper access control rests with the Director of Conference Center, who will, as necessary, delegate this responsibility to a specific entity within a unit. Issuance of access devices should be systematic and need-based and in accordance with university policy 8.4, Management of Keys and other Access Control Devices. The Director must determine the need for access device issuance, based upon job functions. 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; from disabling or circumventing access devices; and from making changes to access without following the procedures set forth in Policy 8.4.

Access to the building is controlled by security personnel located in the lobby under the management of Cushman & Wakefield. Cushman & Wakefield receives safety information relevant to the building from the NYPD.

Emergency Notifications

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

Timely Warnings

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

In the event that a situation arises, either on or adjacent to the Center, that, in the judgment of the Director (or his/her designee), in consultation with NYPD and CUPD as appropriate, constitutes a serious or continuing threat to students and employees or the greater institution community, a Center-wide “timely warning” will be issued. The warning will be sent as an email.

These timely warnings contain a brief description of the incident; the date, time, and location of the incident; and precautions to take; however, they will not provide details as found in a press release or news article. The amount and type of information presented in the warning will also vary depending on the circumstances of the crime. A warning that could jeopardize a criminal investigation will not be distributed. Significant criminal incidents that might elicit a timely warning include, but are not limited to crimes of violence or patterns of property crimes. Anyone with information about criminal incidents that might warrant a timely warning should report the circumstances to the Director of Conference Center (212-340-2851), and, in the case of an emergency, to the NYPD by calling 911.

Emergency Mass Notifications

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

Cushman & Wakefield conducts regularly scheduled building fire (at least one every six months) and evacuation drills (at least once a year), in accordance with NYC regulations, for the entire 16 East 34th street complex annually.

Center 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.
- **Rape Awareness** discusses stranger rape versus acquaintance rape, options available to the victim in a rape situation, and techniques to reduce the possibility of becoming a rape victim.
- **Winter Driving Techniques** focuses on handling your car on snow and ice, preparing yourself and your vehicle for inclement weather, and, specific to Cornell's Ithaca campus, navigating 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 cash management, identifying counterfeit currency, and handling robbery, bad checks, credit-card fraud, and other crimes.
- **Violence in the Workplace** discusses types of violence, how to identify potentially violent behavior, how to prevent a violent situation, and how to react to one.

- **Identity Theft** discusses what identity theft is, how to avoid it, what to do if you become an identity-theft victim, and who you need to report it to. In addition to the programs listed above, the Crime Prevention Unit provides surveys, evaluations, and recommendations on safety lighting, loss prevention, burglar alarms, security, control of keys, and policy compliance.

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

Contact Officer Beverly VanCleaf at 607.255.7305, or Officer Ellen O’Pray 607.255.7404, from the Cornell University Police Department or send email to crime_prevention@cornell.edu to inquire about any of these programs, services, video resources and training materials.

Alcohol and Drugs

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

Any member of the Cornell community who is planning a university event with alcohol needs to be familiar with the requirements of the policy, available at http://www.dfa.cornell.edu/cms/treasurer/policyoffice/policies/volumes/governance/upload/vol4_8.pdf The unlawful manufacture, distribution, dispensation, possession, use, and/or sale of controlled substances or other illegal drugs is prohibited.

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

Victim Support

Guidelines for Crime Victims

- **Call 911** in an emergency situation requiring immediate response to preserve life or property.
- **At the Center**, call 212-340-2851 (during business hours) if the situation is no longer an emergency.

If you believe you're in imminent danger for any reason, call 911 to reach the New York Police Department immediately.

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. Victims of any type of assault are encouraged 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; and
- Contacting the NYPD, whatever your initial decision is regarding prosecuting the crime

Remember, assaults—sexual or otherwise—are crimes; they are not the victims' fault. All victims have the right to pursue adjudication of crimes that occur on the Cornell campus through criminal courts and/or through the university's internal adjudication process, under the Campus Code of Conduct. Cornell Police staff members are trained to assist with prosecution in both systems.

Sexual Violence

Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Cornell University will not tolerate gender-based harassment, sexual harassment, sexual assault, domestic and dating violence, stalking, sexual exploitation, or other forms of sexual misconduct committed by or against students, staff, faculty, alumni, or visitors. University Policy 6.4 prohibits all members of the university community from engaging in sexual violence. If you have experienced misconduct not covered by Policy 6.4, you may pursue a complaint under the Campus Code of Conduct. See page 22 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 violence, dispenses disciplinary action where appropriate, and provides complainants with information on pursuing criminal or other legal action. The university's compliance efforts are led by a team of Title IX coordinators, who address all Title IX reports, including formal complaints of sexual violence, 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 Discrimination, Protected Status Harassment, Sexual Harassment, and Sexual Assault and Violence, 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 spouse 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 student conduct are set out in Policy 6.4. Cornell prohibits staff and faculty from engaging in: Prohibited Discrimination, Protected-Status Harassment (including Sexual Harassment), and Sexual Violence.

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 is incapable of consent when he or she is (a) under the age of 17, (b) mentally disabled, (c) mentally incapacitated, (d) physically helpless, or (e) committed to the care of the state.

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 who causes harm to the mental or emotional distress of that person, fear for their health, safety or property, or the health, safety or property of their family or acquaintances, 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 Gannett Health Services. 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, Gannett staff or the Cornell Police will arrange to transport you to Gannett (when open) or Cayuga Medical Center. Gannett 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 him or her to document what they saw. Every piece of information you collect could help you should you decide to move forward with a criminal action and may be helpful in obtaining an order of protection.

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 nonsexualmisconduct@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 so 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 will not tolerate retaliation. All who may be involved in a complaint are warned against retaliation during an investigation. If you experience retaliation, report it to the 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 reasonable and 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 complainant 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 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 one year of an incident. Students may also bring a formal complaint against faculty, relating to supervision, teaching, advising and the like, within one year after the student is no longer under the supervision of the faculty, or three years from the date of the incident, whichever is earlier.

Adversarial hearings, (including confrontation, cross-examination by the parties, and active advocacy by attorneys) are not permitted during the investigation process. The parties will be interviewed separately as a part of the fact-finding interviews and will not appear in the same room. Upon conclusion of the fact-finding investigation, the investigator will produce a written investigation report making recommendations. The report will be forwarded to a single reviewer who will review the evidence, determination, and/or recommended sanctions or remedial measures contained in the investigative report. Investigations are completed within 60 days, subject to extension by the investigator as may be necessary or for good cause.

Both parties will receive a copy of the investigator's report simultaneously, and each have ten business days from receipt of the report (which period may be extended for good cause) to submit a response to the Reviewer for consideration. The Reviewer may accept, modify or reject the investigator's findings and recommended sanctions. Both parties have the right to appeal the final determination to the Vice President for Human Resources and Safety Services or designee, in the case of complaints against academic and nonacademic staff members, or the Provost or designee, in the case of complaints against faculty members. Appeals must be submitted in writing within ten business days of receipt of the final determination (which period may be extended for good cause). Written notification of such appeal procedures will be provided to both parties. The university official responsible for hearing the appeal shall issue a decision in writing, simultaneously, to the parties. This decision is final and not subject to further appeal.

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 no confidential` 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 reasonable and 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 maintain as confidential any accommodations or protective measures provided to the complainant. The Title IX Coordinator may disclose to an appropriate university official only information that is necessary to provide the accommodations or protective measures in a timely manner.

Confidentiality of Complaint Process. The complaint process is confidential and any involved parties, including witnesses, will be directed to keep the information they learn during the investigation confidential. If you are eighteen (18) years or older, no university office will contact your parents or other family members. Friends, faculty, coaches, supervisors, co-workers, etc. are not contacted either, unless they are necessary witnesses. Student 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:

Gannett Health Services (medical and mental health providers, students only: 607-255-5155)
The Faculty and Staff Assistance Program (FSAP) (mental health providers, faculty and staff only: 607-255-2673)
Cornell United Religious Work Chaplains (CURW) (pastoral counseling: 607- 255-6002)
The Ithaca Advocacy Center's 24/7 hotline (607-277-5000)
The Cornell Victim Advocate (607-255-1212, victimadvocate@cornell.edu)
The director of the Women's Resource Center (WRC) (607-255-0015, womensresctr-mailbox@cornell.edu)
The director of the LGBT Resource Center (607-254-4987)
The University Ombudsman (607-255-4321)

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: Gannett, 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 will 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).

All other resources, as well as most Cornell, faculty, staff, and student employees other than those designated “confidential” above have a duty to consult with a Title IX coordinator once they become aware of any potential incidents of sexual harassment, including sexual assault and violence, in order to keep the complainant and other members of the Cornell community safe while simultaneously respecting the complainant’s needs and circumstances. These conversations will be kept private to the greatest extent possible, but information regarding sexual harassment, including sexual assault and violence, will be shared with a Title IX coordinator.

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 to undergraduate and graduate/professional students, staff, and faculty in order to foster a positive, respectful, and safe climate for all members of our community. The University’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 sexual assault, 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, *Tapestry*, an interactive theater performance, is aimed at supporting and enhancing a diverse community where all members feel welcomed, respected and honored by promoting awareness and understanding of and respect for all members of the Cornell community. Both performances 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 provided primary prevention and awareness information addressing sexual assault, dating violence, domestic violence and stalking, including written information, during their orientation program 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 that cover topics such as sexual culture at the university, personal safety, and Cornell's response to sexual violence. 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 2015-2016 academic year was completed by 1152 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, Gannett Health Services, 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 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; interactive trainings for students on warning signs of unhealthy and potentially dangerous relationships and on identify when a fellow student is struggling emotionally; 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 forthcoming video developed and produced by Cornell and accompanying workshop that will raise awareness of healthy bystander intervention options for a variety of high-risk behaviors including unhealthy relationships, potential sexual assault, sexual harassment, hazing and bias-related incidents.

The university maintains 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, Policy and Laws, Safety Resources (including detailed information on risk reduction), Education and Engagement (including descriptions of safe and positive options for bystanders intervention), News. The Office of the Title IX Coordinator also maintains a website titleix.cornell.edu.

Sexual Offender Notice

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

Reporting Hate Crimes and Incidents

A hate crime is defined as any designated criminal offense or attempted criminal offense as defined by New York State Penal Law Section 485. It is a crime 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.

Under federal, state, and local laws, a bias/discrimination complaint calls for action or treatment in response to alleged bias/ discriminatory activity directed against an individual because of that individual’s actual or perceived age, color, creed, disability, ethnicity, ex-offender status, gender, gender identity or expression, marital status, national origin, race, religion, sexual orientation, veteran status, or any combination of these factors. Cornell has policies and procedures to address bias/discriminatory complaints of such activity alleged that have occurred within its jurisdiction. The accusers must be willing to pursue a complaint and to name as respondents the individuals alleged to have perpetrated or engaged in bias/discriminatory activity.

A bias incident, as defined by Cornell policy 6.4: Prohibited Discrimination, Protected Status (Including Sexual) Harassment, and Bias Activity, is an act of bigotry, harassment, or intimidation by unknown perpetrators that occurs on the Cornell campus or within an area that impacts the Cornell community. One could reasonably conclude the incident is directed at a member or group within the Cornell community because of that individual's or group's actual or perceived age, color, creed, disability, ethnicity, gender, gender identity or expression, marital status, national origin, race, religion, sexual orientation, veteran status, or any combination of these or related factors.

Policy 6.4 is administered by Workforce Policy and Labor Relations, who can refer complaints to the appropriate university complaint process and agency. Matters related to bias/discrimination complaints and/or reported to Workforce Policy and Labor Relations under existing complaint-related procedures will be kept confidential and will not be reported as part of Cornell's Bias Activity Program.

Identifying and Reporting Bias Activity

Anyone who directly witnesses, experiences, finds evidence of, or hears of bias activity on the Cornell campus—or in an area that impacts the Cornell community—should immediately report the incident online at <http://biasconcerns.cornell.edu>.

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 160 Day Hall. Call 607.255.0041. TDD/TTY 255.7066, or go online at http://www.hr.cornell.edu/diversity/reporting/bias_response.html.

Campus Code and Grievance Procedures

Judicial Administrator: Enforcing the Campus Code of Conduct

Location: 120 Day Hall

Phone: 607.255.4680

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

Everyone in the Cornell community—faculty, non-faculty employees, and students—is governed by the Code and is under the jurisdiction of the JA. The exception to this is for actions within a faculty or non-faculty'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.

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; underage possession of alcohol; and, possession of any drug (including marijuana, medical or otherwise). Note that cases of sexual misconduct, such as sexual assault or sexual harassment, are handled under the procedures of Cornell Policy 6.4, rather than the procedures of the Code. (See the section "Sexual Violence" on page 16 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 an order of protection in cases involving menacing behavior; and, learn the outcome of cases in which they have filed a complaint. Similarly, for cases that use the procedures of the Code, accused persons may: bring a friend or advisor who is unconnected to the case to any meetings; receive the free assistance of a Judicial Codes Counselor; question witnesses; confront accusers; present witnesses; submit evidence; and, remain silent. (See the section "Sexual Violence" on page 16 to better understand the procedures for allegations of sexual misconduct.)

Under the Code, the JA attempts to resolve cases informally, but a case may go to a University Hearing Board for a more formal resolution process. Sanctions 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, and remedies may include restitution or an order to perform or to cease and desist from stated actions. Both parties to a complaint have the right to appeal decisions of the JA, first to the University Hearing Board, and then to the University Review Board; Boards are comprised of students, faculty, and non-faculty employees. In cases involving harassment, assault, or abuse, either party may request a transfer to a different residence hall if both parties live in the same hall, and no contact orders may be imposed against the accused.

To view the entire Campus Code of Conduct, go to dfa.cornell.edu/treasurer/policyoffice/policies/volumes/governance/campusCode.cfm.

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

Students

a. Oral warning or written reprimand

b. Appropriate educational steps

c. Community work

d. Fine

e. Restriction or loss of privileges

e. Order to perform or stop performance

f. Probation

g. Suspension

h. Dismissal

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 nonacademic employees and undergraduate and graduate students. The nature of the issue and the parties involved determine which procedures and university offices are used. Here are suggested initial sources of information on grievances:

- **Academic Employee Grievances:**

www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/humanresources/grievance.cfm

- **Nonacademic Employee Grievances:** <http://ombudsman.cornell.edu> or

www.hr.cornell.edu/policies/nonacademic/grievance.html

- **Prohibited Discrimination, Protected Status (including Sexual) Harassment, and Bias Activity:**

www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/humanresources/prohibited.cfm

- **Grade or Course Grievances:** <http://ombudsman.cornell.edu>.

- **Graduate Student Grievances:** www.gradschool.cornell.edu/?p=125.

Related University Policies

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

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

Code of Academic Integritywww.theuniversityfaculty.cornell.edu/policies/pol_main.html **Alcohol and Other Drugs**

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

requirements of the policy, which is available on the UPO's website at www.dfa.cornell.edu/cms/treasurer/policyoffice/policies/volumes/governance/upload/vol4_8.p df. 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 www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/governance/campuscode.cfm. To reduce concerns about judicial consequences in alcohol-related medical emergencies, the university has established a Medical Amnesty Protocol, which is available at www.gannett.cornell.edu/topics/drugs/alcohol/map.cfm.

Campus Code of Conduct

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

Access to Student Records

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

Disability Information

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

Equal Opportunity - www.hr.cornell.edu/diversity/eeeo

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

Health and Safety Policy

www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/facilities/health.cfm

Keys and Other Access Control Devices

www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/riskandsafety/accesscontrol.cfm

Prohibited Discrimination, Protected Status (Including Sexual) Harassment, and Bias Activity

www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/humanresources/prohibited.cfm

Responsible Use of Electronic Communication

www.dfa.cornell.edu/dfa/cms/treasurer/policyoffice/policies/volumes/informationtech/communications.cfm

Romantic and Sexual Relationships Between Students and Staff Members

www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/governance/ethical.cfm

Sexual Assault

www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/humanresources/sexual.cfm

Voluntary Leaves of Absence for Students

www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/student/studentleave.cfm

Clery Crime Statistics for 16 East 34 Street

Reported in compliance with the Jeanne Clery Disclosure of Security Policy and Campus Crime Statistics Act
Calendar years **2013, 2014** and **2015**

ILR NYC Conference

Crime Classification	On Campus			Public Property			Non-Campus Building or Property			Crime Classification Totals		
	2013	2014	2015	2013	2014	2015	2013	2014	2015	2013	2014	2015
Murder & Non-negligent	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Negligent Manslaughter	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Sex Offenses: Forcible	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Sex Offenses: Non-Forcible	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Robbery	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Aggravated Assault	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Burglary	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Arson	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Motor Vehicle Theft	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Crime Totals	n/a			n/a			n/a			n/a		
Crime with a Hate-Bias	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Larceny-Theft	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Simple Assault	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Intimidation	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Destruction/Damage/Vandalism of Property	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0
Crime Totals	n/a	0	0	n/a	0	0	n/a	0	0	n/a	0	0

VAWA Offenses												
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0

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

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

Arrests / Referrals for the Selected Offenses

Offense Type	On Campus: Including Residential Facilities			Residential Facilities Only			Public Property			Non-Campus Building or Property		
	2013	2014	2015	2013	2014	2015	2013	2014	2015	2013	2014	2015
DWI Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations												
Referral	0	0	0	0	0	0	0	0	0	0	0	0
Arrest	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations			0									
Referral	0	0	0	0	0	0	0	0	0	0	0	0
Arrest	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Possession												
Referral	0	0	0	0	0	0	0	0	0	0	0	0

Arrest	0	0	0	0	0	0	0	0	0	0	0	0
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Hate Crimes

2015 There were no reportable hate crimes.
 2014 There were no reportable hate crimes.
 2013 There were no reportable hate crimes.