

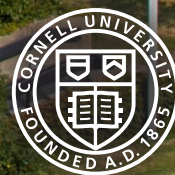
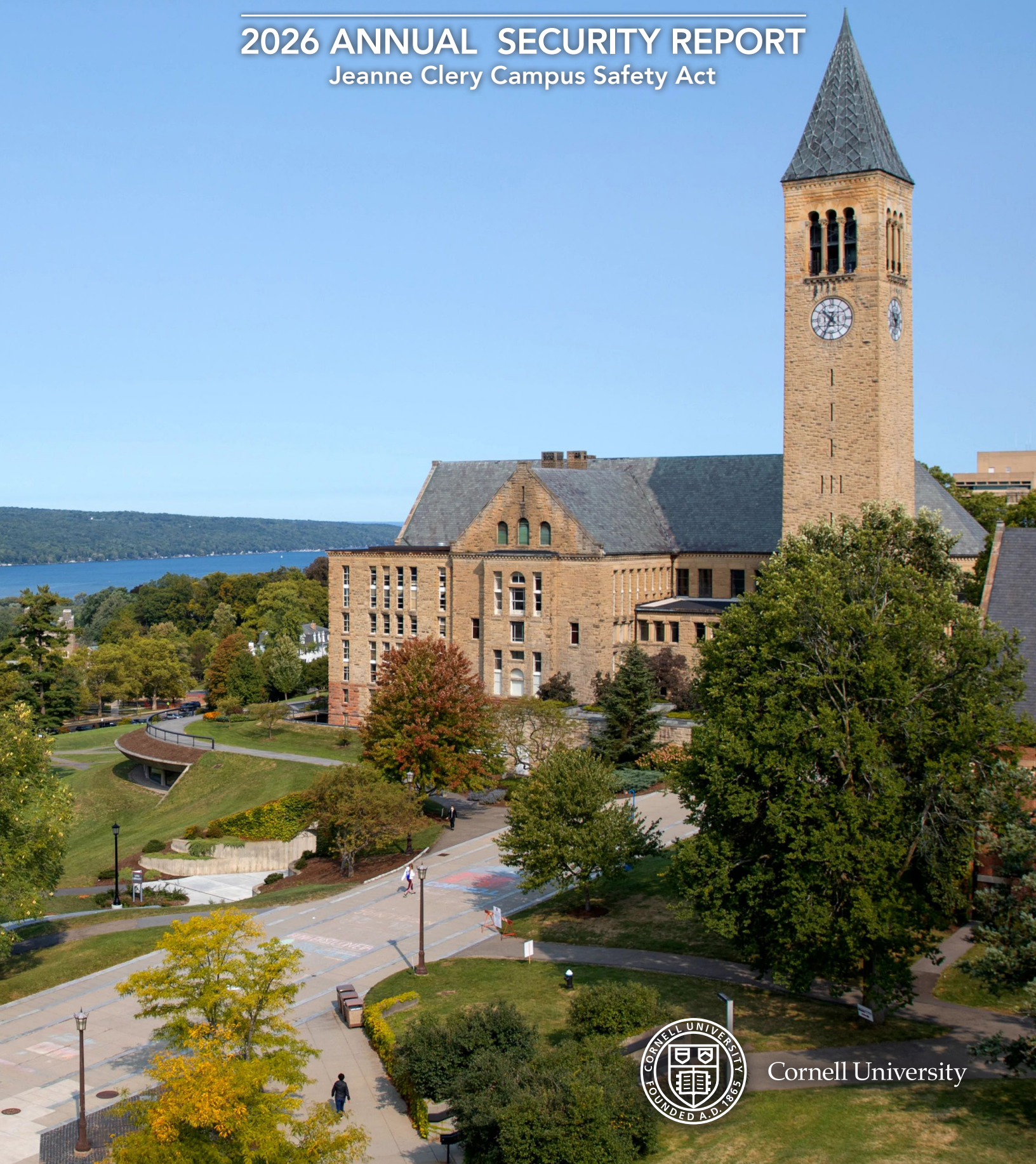
CAMPUS WATCH

DIVISION OF PUBLIC SAFETY

publicsafety.cornell.edu

2026 ANNUAL SECURITY REPORT

Jeanne Clery Campus Safety Act



Cornell University

Emergency?

Cornell is part of the county-wide emergency response system. Cornell Division of Public Safety is the on-campus 911 liaison and Cornell Police is a primary emergency response agency.

Call 911

IMPORTANT NUMBERS FOR NON-EMERGENCIES:

**Advocacy Center (Domestic Violence
and Youth Sexual Abuse)**
607.277.3203
607.277.5000 (24-hour hotline)

Cayuga Heights Police Department
607.257.1011

**Child Abuse and Maltreatment
Register (New York State)**
800.342.3720

Cornell Police
607.255.1111

Dryden Police Department
607.844.8118

Cornell Health
607.255.5155

Groton Police Department
607.898.3131

Ithaca College Public Safety
607.274.3333

Ithaca Police Department
607.272.9973 or 607.272.3245

New York State Park Police
607.387.7081

New York State Police
607.347.4440

**Tompkins County Fire
and Ambulance**
607.273.8000

**Tompkins County Sheriff's
Department**
607.272.2444

Tompkins County Stop DWI
607.257.1345 ext 4411

Trumansburg Police Department
607.387.6505

**Weather Information/
University Operating Status**
607.255.3377

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?

- For users of Ring Central, if your emergency location is set to your on-campus address you will reach the Division of Public Safety Communications Center when dialing 911.
- On 253-, 254-, and 255-prefix Cornell-system phones, lift the receiver, wait for the dial tone, and dial 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 Public Safety for emergencies, assistance, or information.
- On other non-Cornell-system phones, lift the receiver, and dial 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 can I report a missing or endangered person?

Call Cornell Public Safety at 607.255.1111 or 911.

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

Call 607.255.1111. Or pick up a Blue Light or other campus emergency phone. Use this number for information and general assistance, too.

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 Public Safety or to another local emergency-response agency.

Greetings!

Dear Cornellians,



The Division of Public Safety was created in the spring of 2022, integrating Cornell public safety services and units on the Ithaca campus into a single organization. This shift allowed for a more comprehensive approach to service, one that prioritizes transparency and empathy in the delivery of public safety services, recruitment of community-focused employees, and training programs focused on foundational practices such as de-escalation, procedural justice, and trauma-informed interactions with our community. Through collaborative efforts with the Public Safety Advisory Committee, university leadership, and the greater Cornell community, the division ensures that diverse voices and perspectives help shape public safety efforts across campus.

The work of the Division of Public Safety is undertaken by several distinct units all operating in close coordination: the Cornell University Police Department, Cornell's Public Safety Communications Center, the Access Control Program, the Clery Act Compliance Office, the Community Response Team, the Public Safety Ambassadors, the Office of Emergency Management, and the student-led Emergency Medical Service.

Our mission is to promote a safe and secure campus environment by actively providing services, education, and fostering community engagement. We are committed to understanding and addressing the concerns of our campus community and the public and understanding what matters most regarding public safety and response. We are dedicated to strengthening our community through collaborative partnerships while delivering a best-in-class service.

I am confident the framework we have created is one that best supports a holistic, equitable, and sustainable public safety approach for our campus. Ultimately, my primary focus is upholding the principles I have held my entire career -- ensuring we, as public safety professionals, devote our efforts to maintaining a safe campus where all members of our community can feel welcome, supported, and secure.

Dave Honan

Associate Vice President for Public Safety



Welcome to Cornell University, Class of 2030!

On behalf of the Cornell University Police Department (CUPD), I am delighted to welcome you to our campus community. As you begin this exciting chapter of your academic journey, please know that your safety and well-being are among our highest priorities.

Our department is committed to providing a safe, secure, and supportive environment where students can learn, grow, and thrive. Our community is not just the people we protect; they are our partners.

I encourage you to familiarize yourself with the many safety programs offered by CUPD, emergency resources, and community engagement opportunities. Building a strong and connected campus community requires all of us to work together, and we look forward to getting to know you throughout the year.

We are proud to be part of your journey and look forward to supporting you every step of the way.

Go Big Red!

Eric Stickel

Chief, Cornell University 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 the Public Safety Communications Center for current information.

Division of Public Safety

The Division of Public Safety (DPS) was created in the spring of 2022 integrating all Cornell public safety services and units on the Ithaca campus into a single organization. This consolidation created a comprehensive approach that prioritizes transparency and empathy in recruitment, training, and operations. DPS is led by Associate Vice President David Honan, promoted from his role as Chief of Cornell Police where he served as a 25-year veteran on the force. The Division serves a campus community of approximately 26,000 students and 10,000 faculty and staff. The Division's leadership team is comprised of: Chief Eric Stickel who oversees the Cornell Police; Jennifer Taylor, administrator; Julie Tibbits, director, who oversees finance and business administration; Christopher Schmidt, director, who oversees university compliance for all Clery Act requirements; David Brooks, director, who oversees the Access Control/Video Surveillance Program for the university; Ashley Percey, director, who oversees Cornell's DPS 911 Communications Center, and the Division's IT operations; Dan Maas, director, who oversees University Emergency Management and Business Continuity along with co-advising the Cornell University EMS, a student-run emergency medical first response agency; Bryant Carpenter, director, who oversees the Public Safety Ambassadors; and Amy Pifine, director, who oversees the Community Response Team, an alternative response unit providing mental health and crisis support.



David Honan, Associate Vice President

Clery Compliance

The Jeanne Clery Campus Safety Act requires colleges and universities amongst other things 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 of the Cornell community 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 within the patrol jurisdiction of the campus police or the campus security department or on its Clery geography and is reported to the campus police or security department"

The Cornell University Clery Compliance Office is responsible for preparing and distributing the Annual Security Report (*Campus Watch*). The Cornell University Police Department (CUPD) is responsible for providing emergency notifications and timely warnings to the Cornell community and maintaining the daily crime log.

The crime statistics contained in this report are collected from a number of sources and include: (1) crimes reported directly to CUPD, regardless of whether there has been a criminal adjudication of the matter; (2) crimes provided by local municipal police departments with jurisdiction over the university's Clery geography; and (3) incidents reported to designated Campus Security Authorities, regardless of whether the incident has been investigated.

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 607.254.8914, <https://publicsafety.cornell.edu/clery/annual-security-report/>.

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 office at 607.255.8200, by emailing ehsufm@cornell.edu or linking to <https://ehs.cornell.edu/fire-protection-emergency-services/fire-and-life-safety/annual-fire-safety-report-logs>

Public Safety Advisory Committee

Cornell's Public Safety Advisory Committee (PSAC) is composed of students, staff, and faculty members who advise the Division of Public Safety on issues of public safety and security, community engagement, 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 wellbeing of Cornell's diverse community. This past year, the focus of the committee has been on increasing the Division of Public Safety's engagement efforts, providing feedback on sexual harassment training for employees, reviewing the Presidential Task Force on Campus Sexual Assault framework, and strengthening campus-wide education and outreach on topics related to safety and active threat preparedness.

The Committee is co-chaired by Executive Vice President/CFO Christopher Cowen and Vice President for Student and Campus Life Ryan Lombardi. Appointments to the committee are made annually. Students, faculty, and staff members interested in the PSAC are invited to contact the committee chairs. For more information about the PSAC please visit <https://publicsafety.cornell.edu/public-safety-advisory-committee-psac/>.

Cornell University Statistical Crime Reporting

Reported in compliance with the Jeanne Clery Campus Safety Act for calendar years 2023, 2024, and 2025.

Crime Classification	On Campus: including Residential Facilities			Residential Facilities Only			Public Property			Non-Campus Building or Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter By Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	28	23	6	25	21	5	0	0	0	0	1	5
Fondling	22	21	7	6	11	1	0	0	0	1	1	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	1	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	2	2	3	0	1	1	0	0	0	1	2	1
Burglary	16	12	12	8	9	7	0	0	0	0	1	5
Arson	16	3	7	14	3	4	0	0	0	0	0	0
Motor Vehicle Theft	0	1	1	0	0	0	0	0	0	1	0	0

VAWA Offenses												
Dating Violence	35	24	14	35	19	10	1	0	1	3	0	7
Domestic Violence	7	1	1	7	1	0	0	0	0	2	1	0
Stalking	40	22	31	19	5	12	0	0	0	3	0	3

Stop Campus Hazing Act Offense												
Hazing	N/A	N/A	18	N/A	N/A	9	N/A	N/A	0	N/A	N/A	11

Note: Effective January 1, 2025 the Stop Campus Hazing Act required institutions of higher education to begin collecting reports of hazing.

Definitions of all reportable offenses and Clery Act geography can be found at <http://publicsafety.cornell.edu/clery/>

For information regarding all reports of prohibited sexual and related misconduct made to the University in 2025 see <https://officeofcivilrights.cornell.edu/data-statistics/>. While reporting directly to the Cornell University Police Department is preferred (607) 255-1111, CSAs may also meet their Clery Act reporting obligations by using the Incident Report Form for non emergency incidents. (<https://cornell.guardianconduct.com/incident-reporting>). This is the same form used for reporting sexual misconduct and other forms of misconduct to university officials.

For the purposes of Clery Act reporting, institutions must report to the Department of Education and disclose in its Annual Security Report statistics for the three most recent calendar years concerning the number of each of the crimes in the chart above that occurred on or within its Clery geography and that are reported to local police agencies or to a campus security authority.

- **On-campus.** Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.
- **On-campus subset:** On-campus Student Housing Facilities. Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility.
- **Public Property.** All public property, including thoroughfares, streets, sidewalks, and parking facilities, which is within the campus, or immediately adjacent to and accessible from the campus.
- **Noncampus.** Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Arrests/Disciplinary Referrals

Offense Type	On Campus: including Residential Facilities			Residential Facilities Only			Public Property			Non-Campus Building or Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Liquor Law Violations												
Referral	440	322	396	418	298	370	5	5	6	4	1	7
Arrest	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations												
Referral	29	28	22	28	28	21	0	0	0	0	0	0
Arrest	3	0	1	0	0	0	0	0	1	1	0	0
Weapons Possession Law Violations												
Referral	0	0	1	0	0	1	0	0	0	0	0	0
Arrest	1	0	2	0	0	1	0	0	0	0	0	0

Hate Crimes:

2025: One (1) on campus residential facility vandalism characterized by race; One (1) on campus intimidation characterized by ethnicity

2024: One (1) on campus intimidation characterized by ethnicity

2023: One (1) on campus intimidation characterized by race; two (2) residential facility intimidation characterized by ethnicity; five (5) on campus intimidation characterized by ethnicity; one (1) on campus vandalism characterized by ethnicity

Unfounded Crimes:

2025: Five (5) on campus motor vehicle theft; two (2) residential facility burglary

2024: One (1) residential facility burglary; one (1) on campus motor vehicle theft

2023: One (1) on campus motor vehicle theft

Cornell University Police Department

G2 Barton Hall
117 Statler Drive
607.255.1111

The Cornell University Police Department, under the leadership of Chief Eric Stickel, 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, use a Blue Light or other campus emergency telephone, or the RAVE Guardian app. 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 service; to protect lives and property, maintain order, prevent crimes, receive and investigate reports of crimes, and provide other law-enforcement services—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 students in need of campus support and services and reports of criminal activity by students engaged at off-campus locations of student organizations officially recognized by the institution, including student organizations with off-campus housing facilities.

The buildings and grounds owned and/or controlled by Cornell University are private, and the University reserves the right to limit access to, and the use of, those buildings and grounds. Cornell Police, acting in accordance with their lawful duties will enforce the private use of Cornell property in a fair and consistent manner. The Persona Non Grata (PNG) is an official notice and warning that an individual's access to campus is being limited and violation of the provisions set forth by the PNG may result in arrest. For questions regarding the PNG process or filing an appeal related to an issued

PNG, contact the Chief of Police for further information.

The department has 52 members, 50 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 17-week 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 affect and mold the campus, our society, and the law-enforcement profession.

In 2026, the department continues ongoing efforts to identify, recruit, and hire excellent, diverse, sworn, and non-sworn employees.

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.

These standards, developed by and for campus public safety professionals, reflect best practices that every campus police and public safety agency should aspire to meet for the benefit of their campus community and agency officers alike. The standards ensure that law enforcement agencies continue striving to provide transparent, safe, and accountable delivery of services to communities. This delivery will enhance community confidence in law enforcement and facilitate the identification and correction of internal issues before they result in injury to members of the public or law enforcement officers. Agencies who choose to be reaccredited need to provide proof they abide by their written policies. This involves annual documentation of the 227 standards the IACLEA commission puts forth.



The Cornell University Police Department has maintained continuous IACLEA accreditation since 2010 by successfully completing each reaccreditation process. In 2026, the Department will again undergo a comprehensive assessment conducted by experienced campus public safety professionals to verify continued compliance with these standards. This ongoing reaccreditation process reflects Cornell University Police's enduring commitment to professional excellence, accountability, and the delivery of high-quality public safety services.

Professional Development and Training

Training and education of Cornell Police personnel is essential and necessary to keep current with technical and social trends and challenges. The department has over 25 certified police instructors (currently 30 instructors) to provide training that often exceeds federal and state law enforcement minimum standards while frequently engaging in community-wide events. Cornell Police Officers train in areas of de-escalation, diversity, vehicle and traffic laws, cultural competency, active killer response, mental health response, as well as many other areas that allow them to provide vital services to the local community. A few examples of these community-oriented events are child safety seat fitting stations, car safety events, impaired driving prevention programs, personal safety programs, mental health trainings, and domestic violence prevention events in conjunction with other local organizations throughout Cornell. These events allow our officers to get to know new members of the community as well as help us to maintain our current relationship with its long-term residents.

Professional development is generally broken down into five areas: formal training, specialized training, departmental in-service/roll call training, Cornell University training, and Federal and State-mandated training. Formal training initiatives within the past year included all skills within the law enforcement discipline and were underscored by multiple initiatives in comprehensive active killer training, cultural and diversity training, ethics, defensive tactics, de-escalation tactics, as well as a focus on the hosted Crisis Intervention Training, ICAT (Integrating Communications Assessments and Tactical) Training, Defensive Tactics Update Course, and Perspectives on Police Reform.

The Training Team has continued to focus on fulfilling all the training needs within the department such as firearms, officer safety training, sexual harassment training, reality-based training, crisis intervention training, and the overall professional development needs of all employees. Chief Stickel, Deputy Chief Frisbie, and Sgt. Hollenbeck attended the Officer Wellness Symposium focusing on officer safety, wellness, and whole health. The Training Team has continued to utilize the PowerDMS Document Management and Training Software to help document the training efforts of our

new employees, communication among staff, maintain certification compliance, and to develop online training for many of our annual and biennial sessions. To enhance understanding and increase productivity, Sgt. Tostanoski and Training Manager Day attended the PowerDMS Ignite Conference. The LEXIPOL KMS program is used to track all our policies, procedures, and daily training bulletins. CUPD is also still utilizing the LEFTA Systems FTO Software Program to help with the training of new employees. In the past year, the Cornell University Police shifted its focus on training to better meet the needs of our officers and our community.

This year's training initiatives focused on de-escalation tactics, student mental health awareness, officer safety and wellness, diversity and inclusion initiatives, unconscious bias, ethics, cultural awareness, sexual harassment prevention, and driver safety. In-service training efforts included the continued partnership with Cornell Environmental Health and Safety, Community Response Team (CRT), Office of Civil Rights, Student Support and Advocacy Services, Office of Student Conduct and Community Standards, Office of Emergency Management, Ithaca Fire Department, as well as a continued partnership with other departments and colleagues on and off campus. These joint efforts offer us the chance to share knowledge of the challenges facing our department as well as other law enforcement entities. During the final months of the fiscal year, members received extensive training on diversity in the workplace, cultural acceptance, community outreach, as well as additional training on community support and health and safety.

Events and Emergency Planning

Lieutenant Kyle Sandy is the Events and Emergency Planning Lieutenant who assists with the planning, resource coordination, and logistics of event safety/security that take place on campus. He represents CUPD on the University Events Team (UET) board which is made up of campus stakeholders from multiple University departments. Lieutenant Sandy works with the Cornell community during the event planning and approval process helping planners with evaluating any safety and security concerns.

If you are planning an event on campus:

- Register your event at <https://scheduling.cornell.edu>.
- Access event resources at <https://scl.cornell.edu/get-involved/university-events>
- Contact Lieutenant Sandy at (607)255-0353 or by email at cupolice_events@cornell.edu with questions surrounding safety and security of events.

Patrol Unit

The Patrol Unit serves as the foundation of the Cornell University Police Department's community-focused law enforcement operations, providing comprehensive public safety services to students, faculty, staff, and visitors through vehicle, foot, and bicycle patrols. Patrol Officers work collaboratively with members of the Cornell community to build relationships, foster trust, and address public safety concerns.

The unit also provides specialized services, including honor guard details, directed crime suppression patrols, crime prevention and safety education programs, traffic enforcement initiatives, and K-9 teams certified in explosive detection, article recovery, and non-criminal tracking. The unit provides law enforcement services for special events and collaborates with campus partners, including Student & Campus Life, to promote safety and support student activities.



The Patrol Unit has a longstanding commitment to service in the Ithaca/Tompkins community through participation in programs and events, such as the annual BEAR Walk, the Law Enforcement Torch Run benefiting Special Olympics, the Cops, Kids & Toys program, and an annual softball tournament supporting the American Foundation for Suicide Prevention. In addition, several Patrol Unit members serve on multidisciplinary teams alongside university partners, working collaboratively to support student health, safety, and overall success.

Cornell Police Bike Patrol

The Cornell Police Bike Patrol is a familiar sight on campus, with officers providing community engagement, bicycle and pedestrian safety education, and a wide range of patrol services. Officers can patrol day and night, in most weather conditions, and play an important role during parades, athletic events, and other special occasions.

Using specially equipped mountain bikes, Cornell Police Bike Patrol officers deliver highly visible public safety services to the Cornell community. Every member is trained and certified by New York State in the safe and effective use of police mountain bikes for patrol purposes. Several members have also served as certified instructors for this course, training law enforcement officers from agencies across the state.

Bike patrol officers respond to calls for service and medical emergencies, assist with traffic control, and enforce both Cornell's Student Code of Conduct and New York State law. They patrol walkways, courtyards, and other areas inaccessible to vehicles, and can quickly navigate through areas congested with vehicle and pedestrian traffic.

Major Investigations

The Major Investigations Unit is managed by Lieutenant Scott Grantz 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 the Division of Public Safety, 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.

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 911. 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 and is not emancipated.
- Notify appropriate local law enforcement officials with an Ejustice message or other similar measure.

Lost and Found

Location: Ground Floor Barton Hall
(walkup window in main hallway)

Hours: Monday—Friday, 8 a.m. to 4:00 p.m.

Phone: 607.255.7197

Email: lostandfound@cornell.edu

Lost Something? Found Something?

If you've lost your cell phone, keys, watch, or any other personal item—or found someone else's—please turn in or check for items at **Barton Hall**. A secure drop box is available 24/7. Most campus buildings also have their own lost-and-found areas, so it's a good idea to check those as well.

Email Lost and Found to view an online photo album of found items by category. If you've lost something and we do **not** have a photo or record of it, that means it hasn't been turned in. You're welcome to fill out a **Lost and Found Property Card** at the Barton Hall office.

If you lost **AirPods**, please email us the **serial number** (found in your Bluetooth settings) so we can better assist you.

- **Items valued under \$50** are kept for **three months** before being donated, recycled, or discarded.
- **Higher-value items** are kept for a longer period before being sent to auction.

Due to the high volume of calls, we may not be able to return every message. If your item is turned in and we can identify it, we **will contact you**. However, please note that items often arrive at our office **4 to 7 weeks** after being lost, so we recommend calling periodically to check.



Members of CUPD participated in the 2026 Law Enforcement Torch Run for Special Olympics.

Weapons Prohibition on Campus

A campus is no place for a weapon. It is a crime in New York State to possess a rifle, a shotgun, a BB gun, an air gun, a spring gun, or other firearm in or on the buildings or grounds of any school, college, or university, even if you have a valid New York State firearm permit.

It is also a crime to possess nunchakus, daggers, switchblades, locking butterfly knives, stun guns, and any other instruments deemed unlawful by section 265.01-A of the New York State Penal Law.

Similarly, it is a violation of Cornell's Student Code of Conduct to possess, carry, or use firearms—including ammunition or explosives—or other dangerous weapons, instruments, or substances in or on university premises (except in the case of law enforcement officers acting within the scope of their official duties or individuals specifically authorized by the Chief of Cornell Police).

In order to bring a firearm or other weapon onto campus for any reason, permission first must be obtained from the Chief of the Cornell Police or his/her designee, and, upon arrival on campus, the person must immediately deposit the weapon at the Cornell University Police Department for safekeeping. When the weapon is signed out, it must immediately be taken off campus, and must immediately be deposited again with Cornell Police if it is brought back onto campus.

Community Engagement

Community Engagement, under leadership of Sergeant Justin Haines, coordinates all the Cornell Police safety, security, and community outreach programs. It is staffed with two full-time Community Engagement officers, Beverly Van Cleef and Jodi Condzella. The Community Engagement team is engaged in many service initiatives to promote safety throughout the Cornell community.

The outreach programs are for both students and staff. The programs include safety and security forums about subjects such as response to active shooter threat awareness, recognizing workplace violence, personal safety and planning, alcohol awareness, self defense courses, CUPD meet and greet events, CUPD overview presentations which allow for students and staff to learn more about the University Police department and its members, and much more.

In addition, this specialized team 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. They also custom tailor safety plans for individual departments/locations at the university.

The blue light system that is part of the overall safety of our community at the University is also monitored by this group as they are responsible for the system and to make sure the system is compliant with campus policy regarding alarm system installation, training, and scheduled testing.

Campus Safety and Community Engagement Programs

Cornell Police offers these crime-prevention and public-safety outreach programs and services to any Cornell group or organization:

- **Personal Security** is directed at preventing crimes of violence. It includes developing a safety plan to keep individuals safe, a demonstration of personal alarms, a one-on-one self-defense course, and a discussion of illegal self-defense weapons.

- **Child Safety-seats** is a program that provides guidance regarding proper safety-seat installation for the campus community.
- **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.
- **Violence in the Workplace** focuses on types of violence, how to identify potentially violent behavior, how to prevent and de-escalate threatening behaviors, 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.
- **Response to Active Threat** 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.
- **CUPD K9 Meet and Greets and Demonstrations** is a program that allows individuals to meet the K9s that keep our University safe and learn more about their jobs at CUPD.
- **Certified Self-Defense Course** is a program that teaches realistic self-defense techniques to keep individuals safe.
- **Safety by Design: A Proactive Workplace Safety Program** Through a one-on-one consultation, a trained officer will visit your office or workspace and will provide practical, customized recommendations to enhance your safety and preparedness.



Community Engagement Officers Condzella and Van Cleef providing campus safety resources

Safety by Design combines Crime Prevention Through Environmental Design (CPTED) principles, workplace violence prevention strategies, and active threat survivability concepts to help identify opportunities that can make your workplace safer and more secure.

Whether it's improving office layout, identifying security vulnerabilities, discussing emergency response options, or increasing situational awareness, Safety by Design provides simple, actionable recommendations tailored to unique workspace and needs.

To inquire about any of these programs or services, contact CUPD Community Engagement at cupd_engagement@cornell.edu.

Blue Light and Emergency Phones

There are currently over 1,000 Blue Light and emergency phones on the Cornell campus. For direct connection to Cornell Public Safety Communications, 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 Public

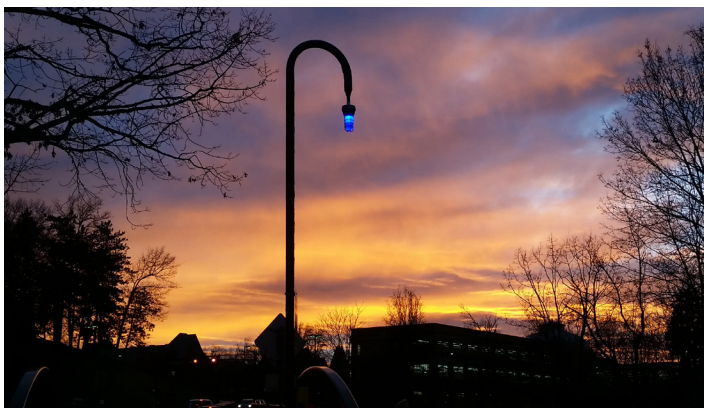
Safety 911 screen. If a caller does not or cannot speak, a Public Safety resource is immediately dispatched to the phone site.

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.

Virtual Escort (Guardians)

Blue Light Escorts have gone virtual. Connect to your Guardians through the *Rave Guardian App* for a virtual escort day or night. If you are unsure how to use the app or would like additional training, please contact cupd_engagement@cornell.edu.

Set a Safety Timer: If someone feels unsafe, a timer can be set within the Rave Guardian app which allows their current location to be tracked for an amount of time. In the event that the timer is not deactivated within the chosen time period, the user is contacted or the DPS Communications Center will be immediately alerted.



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 Community Engagement at cupd_engagement@cornell.edu.

Operation ID

Location: G2 Barton Hall

To schedule an appointment please email Cornell Police Community Engagement: cupd_engagement@cornell.edu

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 non engravable items can be labeled with an invisible marker. Marking your property can also be a deterrent.

Cornell considers Operation ID so worthwhile that university departments are required to engrave their property.

The Cornell Police Community Engagement Unit, open 8 a.m. to 4 p.m., Monday to Friday, can assist with registering 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 https://policy.cornell.edu/sites/default/files/policy/vol2_1.pdf.

ID for Keys: the Key-Tag Program

A key-tag program is available to any member of the Cornell community at no cost. 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 the Cornell Police Department and attach to your key ring the tag you are issued. If your keys are lost or stolen, they will be returned to the 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.

Gorge Safety

Cascadilla and Fall Creek Gorges frame the Cornell campus on the south and north—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 when trails are open.

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 Office of Student Conduct and Community Standards (OSCCS) 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 <https://gorgesafety.cornell.edu> to find out about the trails, regulations, and current conditions.

Public Safety Communications Center

The Cornell Division of Public Safety operates its own 911 center staffed by three telecommunications supervisors, twelve full-time telecommunications officers, and one system administrator. The Communications Center operates 24 hours per day, seven days per week, 365 days per year. The telecommunications officers receive Basic and Advanced public safety dispatch training certifications from the Association of Public Safety Communications Officials. The Center uses Motorola Flex for records management and statistical gathering. In addition, the 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 response to requests in 2020 from the University's Public Safety Advisory Committee, the center expanded their dispatching operations to incorporate calls for service for the Public Safety Ambassadors and the Community Response Team along with Emergency Medical Services, Fire & Hazmat-related emergency calls, requests for law enforcement assistance, and many other non-emergency/service-related and after hours call for assistance.

In 2025, the Public Safety Communications Center demonstrated its efficiency and capacity by handling over 16,500 calls for service and 65,452 calls into and out of the 911 center. Beyond phone calls, the Center receives all fire and maintenance signals for the campus. It also serves as a back-up center for Tompkins County 911, further showcasing its reliability and preparedness for campus and local communities.

Public Safety Communications and Technical Services

The Public Safety Communications and Technical Services department, led by Director Ashley Percey and Assistant Director Andrew Churchman, plays a crucial role in the Division of Public Safety. It is responsible for the Public Safety Communications Center and the information technology needs of the Division. The department ensures system maintenance and interoperability of Cornell Public Safety systems including the Motorola Flex data management system and the Body and Car Camera program, and the University's emer-

gency communications systems (Rave and Guardian) used by the various departments within the Division.

This department is responsible operationally for approximately eighty computers division-wide and thirteen Mobile Data Terminals, and the Public Safety Radio system, ensuring all reporting, interoperability, and compliance needs are met for federal, state, and local partners.

Reporting Incidents and Crimes to CUPD

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 or use the RAVE Guardian app (see page 15 for more information)

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 pages 6-7) 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 Public Safety 911 screen; 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.)

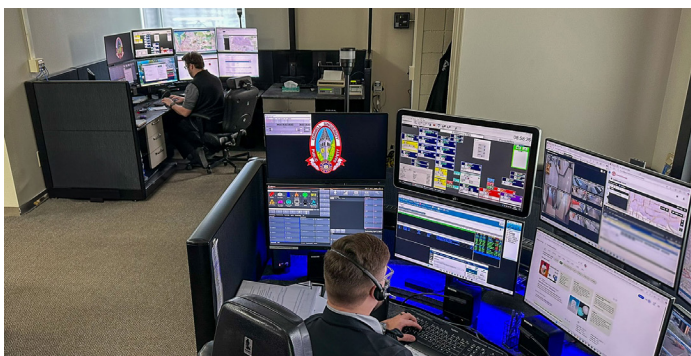
If reporting a non-emergency:

- 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, they 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 Public Safety 911 Screen)
- **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.



DPS Communications Center Staff

Emergency Notification

Pursuant to the Jeanne Clery Campus Safety Act, the Cornell University Police Department provides notification to the university

community in the form of Timely Warnings and Emergency Mass Notifications when a significant emergency or dangerous situation occurs involving an immediate threat to the health or safety of students or employees, including significant criminal incidents, that represent a continuing public safety threat.

Decisions to disseminate a communication will be decided on a case-by-case basis, based on known 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, which, in the judgment of the Chief of Cornell Police or his/her designee, constitutes a serious or continuing threat to students and employees of the institution, a campus-wide “timely warning” will be issued. The warning will be sent as a Crime Alert email. It will also be posted to the campus community on the Public Safety website, <https://publicsafety.cornell.edu/crime-alerts/>.

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 all Clery reportable crimes, or other criminal acts that pose a serious or continuing threat to the campus community. Anyone with information warranting a timely warning should report the circumstances to the Cornell Police, by phone (607.255.1111), in person at the Public Safety Communications Center (G2 Barton Hall), or by using the RAVE Guardian App.

A comprehensive test of the system is conducted once during the spring and fall semesters (unless the system has been used for a specific university purpose prior to testing). 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. Documentation of the usage or tests is retained by the Clery Compliance Administrator. All instances of usage for Crime Alerts for 2025 were successful.

Emergency Mass Notifications

In the event that a situation arises 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 students or employees on campus, an Emergency Mass Notification, or EMN, is written and distributed, **without delay**, to campus. At Cornell, EMN messages are sent as a CornellALERT. The Chief of Cornell Police or his/her designee typically confirms significant emergencies or dangerous situations with Cornell Police personnel and in partnership with relevant university departments (including but not limited to Emergency Management, Cornell Health, Environment Health & Safety, Campus Facilities), and/or local law enforcement and public health agencies. An emergency mass notification would not be distributed

only if it could compromise efforts to contain the emergency.

Notification will always be sent via email to the campus community, typically all university students and staff. In addition, notifications may be sent via Voice and SMS (text) messaging to community members who have opted into the university voice and SMS (text) messaging systems (see the following section to find out how to sign up for notifications). Sirens/public address messages may also be activated to the four towers on campus.

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 <https://emergency.cornell.edu> for additional information and instructions.

Comprehensive tests are conducted semiannually during the Fall and Spring semesters 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 as soon as possible. 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 <https://publicsafety.cornell.edu/public-safety-communications/cornell-alert/emn-testing-results/>. 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 2025 spring and fall semester tests were successful for siren/PA systems, voice, and text messaging. For immediate notification, from any of these systems, the campus community is directed to go to <https://emergency.cornell.edu> for further updates and information.



• **Visitors** to Cornell’s Ithaca campus can sign up to receive CornellALERT text notifications by texting “CornellVisitor” to 226787. You can stop receiving messages at any time by texting “STOP” to 226787. On August 1st of each year there will be a system-generated “STOP” at which point you will need to re-enroll if you wish to continue receiving CornellALERT messages.

RAVE Guardian app

Rave Guardian App is part of the University’s emergency mass notification services. This app, free to the campus community, can enhance user’s personal safety both on and off campus by turning any smartphone into a personal safety device. In addition, they will also receive Emergency Alerts on the app. With Guardian, users can create a profile of information about themselves in order to assist emergency responders in locating and assisting them. When needed, a user can request one or more of their contacts to “virtually” walk with them on or off campus. It’s like having an emergency blue light system and a trusted friend with you at all times. The app allows the Public Safety Communications Center to communicate directly through text and voice. If the panic call button is activated and location services are turned on for the app, it will provide the Public Safety Communications Center with streaming location information on screen. A user can add any additional information and a picture of themselves if desired. The Rave Guardian App can be downloaded in the Apple or Google Play stores by searching for “Rave Guardian”. You can also learn more at <https://publicsafety.cornell.edu/public-safety-communications/cornell-alert/rave>.

How does the Rave Guardian App work?

- **Use your Cornell email and your cell phone number to sign in:** Users can add their name, campus address, medical notes and other pertinent information for campus safety in case of emergency.
- **Easy Emergency Communication:** In an emergency, a one button call to campus safety officials will display the users profile and current location.



Sign Up for University Notification Systems (CornellALERTS)

Every Cornell community member should be enrolled to receive emergency messages and designate emergency contacts.

<https://emergency.cornell.edu/alert/>

How to Receive CornellALERT Messages

- **Students, Employees, and Affiliates** can enter or edit their contact information on the Emergency Notification Personal Contact Preferences web page. <https://emergencynotification.cornell.edu/>
- **Cornell community members** can also receive CornellALERT messages by installing the Rave Guardian app on their phones and activating it for the Cornell Ithaca Campus. Only those with an active NETID can register for the App.



Sergeant Justin Haines and K9 Luna provide a demonstration at the College of Veterinary Medicine.

- **Set a Safety Timer:** In the event a student feels unsafe, they can set a timer with their current location, indicating where they are going and when they should arrive. In the event they do not make it there and de-activate the timer, friends, family or campus safety will be immediately alerted.
- **Text with Cornell Police:** See something, say something. The app allows users to anonymously chat about many kinds of activities with campus police, including photos and location.
- **Access other important phone numbers:** Access many helpful phone numbers on campus and beyond for services available to the campus community.
- **Access additional Resources:** List of many helpful web-based resources for the campus community.

Standards of Ethical Conduct and Hotline

Cornell's academic distinction rests on the foundation of our academic ethics: a foundation that is only as strong as our shared understanding of what constitutes ethical conduct. Our formal Standards of Ethical Conduct policy exists to ensure that every member of our community understands the ethical standards expected of them at Cornell.

Cornell's confidential ethical conduct and compliance hotline is always available for reporting your concerns, by telephone and online. Both the telephone line (1-866-293-3077) and the website, <https://hotline.cornell.edu>, are administered by NAVEX, a company independent of Cornell. Anyone can use the system, and it can be used to share concerns involving any of Cornell's campuses and programs, in the United States and abroad. Concerns can be shared anonymously, and retaliation against persons who have made good faith reports of ethical or other standards violations is absolutely prohibited under Cornell policy and many applicable laws.

Community Response Team

The **Community Response Team (CRT)** is a mobile crisis response team that uses a person-centered, trauma-informed approach to support individuals in distress or crisis on Cornell's Ithaca campus. CRT includes professionals with both clinical and non-clinical expertise, representing diverse backgrounds in mental health, human services, and crisis intervention.

CRT responds to a wide range of non-violent situations—including mental health concerns, emotional distress, and behavioral health crises—and serves any individual on Cornell-owned property, including students, staff, faculty, and visitors. The team provides in-person support, de-escalation, and connection to appropriate campus or community-based resources. CRT may also offer advocacy and a supportive presence, such as accompanying individuals during interactions with law enforcement or other university offices.

CRT works closely with other emergency services on campus, including the Cornell University Police Department (CUPD),

Environment Health and Safety (EHS), and Cornell University Emergency Medical Services (CUEMS). The team also collaborates regularly with other campus partners such as Student Support and Advocacy Services, Counseling & Psychological Services (CAPS), Housing and Residential Life (HRL), and the Faculty Staff Assistance Program (FSAP).

In addition to crisis response, CRT engages in proactive outreach with the Cornell community through tabling events, presentations, and supportive trainings with a variety of campus and student organizations. CRT also provides on-site support during university events, such as Slope Day and Commencement.

To request a CRT response for a non-violent situation involving an individual or group in distress or crisis on Cornell's Ithaca campus, please contact the **Public Safety Communications Center** at **607-255- 1111**. For emergencies requiring immediate assistance, call **607-255-1111** or **911**.

Current operating hours and location details are available on CRT's website at <https://publicsafety.cornell.edu/crt/>

For general questions or information, community members can contact the team by emailing commresponseteam@cornell.edu.

Public Safety Ambassadors

Aligning with recommendations from the University Public Safety Advisory Committee (PSAC), the Public Safety Ambassadors provide an alternative approach to public safety, especially in instances when an armed police officer may not be necessary, or the nature of a call is not criminal.

Public Safety Ambassadors are comprised of a team of friendly, community-oriented, unarmed, non-sworn, civilian, security professionals. They do not possess any powers to make arrests, or enforce local, state, and federal laws. However, team members are classified as Campus Security Authorities and are required to report all crimes to the Cornell University Police Department (CUPD). Public Safety Ambassadors may make recommendations to the Office of Student Conduct, for student conduct violations.

Public Safety Ambassadors are required to complete mandatory New York State Security Guard Training. In addition to state and university mandated training, Public Safety Ambassadors are trained in several other topics such as: first aid and CPR; stop the bleed; effective communication; emergency response procedures; community relations; report writing, event screening, security, and safety; and mental health first aid.



Public Safety Ambassadors.

Public Safety Ambassadors collaborate with the community to keep Cornell a safe and secure campus to learn and live on. They provide safety, security, and customer service across the Ithaca campus. The team collaborates with several units within the Division of Public Safety, such as the Cornell University Police Department (CUPD), the Community Response Team (CRT), and Cornell EMS (CUEMS). They also collaborate with other university partners outside of the Division such as Environment Health & Safety (EH&S), Student & Campus Life (SCL), and other colleges or schools within the Cornell community.

Some of the duties of Public Safety Ambassadors include: community assistance; walking, vehicle or bike patrols to observe for safety or security concerns; blue lights checks; safety escorts; door unlocks; parking assistance; building or property checks; non-criminal referrals to the Office of Student Conduct; traffic control; event security; building security; and supporting the lost and found program. Public Safety Ambassadors may also provide support under a co-response model to other units within the Division of Public Safety for emergencies or incidents.

Public Safety Ambassadors can be contacted through the Public Safety Communications Center at, 607-255-1111. You may also contact the Director of Security Services, Bryant Carpenter at (607)255-8362, or by email at bjc324@cornell.edu.

Access Control and Building Security

Cornell University is committed to providing a safe and secure environment for students, faculty, staff, and visitors through the use of integrated physical security systems, established operational procedures, and shared community responsibility. The Division of Public Safety Access Control Program (ACP) administers and supports the university's centralized physical security systems for the Ithaca campus and associated remote locations administered from Ithaca.

The Access Control Program is responsible for the administration, maintenance, and operational support of campus electronic access control systems, physical key management systems, video surveillance systems, and related integrated security technologies. The program also provides consultation, project management, and policy guidance for new construction, renovations, security upgrades, and other campus projects involving physical security systems.

Cornell utilizes centralized card access systems, key management practices, and security video surveillance technologies to support campus safety, emergency response operations, loss prevention, and criminal and administrative investigations. These systems are designed to assist in protecting members of the university community, university property, research activities, and critical infrastructure while supporting the university's open and accessible campus environment.

Access to university facilities is managed through a role- and need-based authorization process. Colleges, departments, and administrative units designate authorized Access Control Coordinators (ACCs), Key Control Coordinators (KCCs), and Network Video Surveillance System Operators (NVSSOs) who are responsible for managing access permissions and ensuring compliance with university policy and procedures within their respective areas. Access authorizations are granted based on

operational need, job responsibilities, academic requirements, research activities, and other legitimate university purposes.

The university requires that access devices and credentials, including keys, identification cards, and other access technologies, be properly controlled, issued, protected, and recovered when no longer required. Units are responsible for conducting periodic audits of access permissions and key inventories to verify that access remains appropriate and authorized. Unauthorized possession, duplication, sharing, circumvention, or misuse of access devices or security systems is prohibited.

Security systems are integrated with emergency response operations and are accessible to authorized public safety personnel to support emergency response, continuity of operations, and investigative functions. The Cornell University Police Department may provide emergency or temporary access assistance to authorized individuals when appropriate verification and authorization procedures have been followed.

The university utilizes security video surveillance systems in support of campus safety and security objectives. Surveillance systems may be used to assist with criminal investigations, emergency response, incident review, risk assessment, and the protection of persons, property, and research. Cameras are installed in accordance with university policy, operational requirements, applicable laws, and privacy considerations. Recorded material is managed in accordance with university procedures and applicable legal requirements.

Cornell recognizes the importance of balancing safety and security objectives with the privacy and civil liberties of the university community. Security technologies are intended for legitimate safety, security, and operational purposes and are not intended for routine employee performance monitoring. Requests for access to recorded surveillance material are managed through established university procedures and authorized oversight.

Residence Hall Security

Residence hall exterior entrances remain secured and require authorized card access for entry. Temporary exceptions may be authorized for approved operational purposes such as residence hall opening and closing activities or university-sponsored events. Residential and Public Safety staff coordinate security operations for residential facilities.

Students and community members are encouraged to use good judgment regarding building access and personal safety. Community members should not permit unauthorized individuals to enter secured buildings through "tailgating" or other means and should report suspicious activity, lost access credentials, or security concerns to Cornell Public Safety.

Academic, Administrative, and Other Facilities

The security of academic, administrative, research, and service facilities is a shared responsibility between building occupants, departments, and the Division of Public Safety. Faculty, staff, students, and visitors are encouraged to secure offices, laboratories, classrooms, and personal property when spaces are unattended. Building occupants should report lost keys or access devices, malfunctioning security equipment, and suspicious activity promptly to the appropriate university officials.

Emergency Management

Cornell University's emergency management program is based on the four phases of emergency management: prevention-mitigation, preparedness, response, and recovery. Cornell University maintains a variety of emergency response programs and capabilities designed to support the campus community during times of crisis. Emergency management program information can be found at <https://emergency.cornell.edu/>.

The University seeks to prevent, diminish, or mitigate hazards through a process of hazard identification and risk assessment. Campus representatives and community partners work together to identify hazards and risks and develop strategies to increase campus resiliency. Cornell implements a variety of prevention and mitigation programs, such as the Crime Prevention Program, Fire and Life Safety Program, University Events Team, Occupational Safety Program, Research Safety, Mental Health Support, Community Response Team, Wellness Programs, and Cornell Health Services.

Planning, training, and exercising are essential elements of emergency preparedness and provide response personnel with the tools to produce the best possible outcome during an emergency. University preparedness activities include response operations based on Incident Command System (ICS) and National Incident Management System (NIMS) principles and concepts. Training in these principles helps ensure a coordinated response to emergencies consistent with local, state, and national practices. Cornell collaborates with community partners to establish mutual aid agreements to formalize interdisciplinary and interagency relationships. Preparedness exercises, such as drills and tabletop discussions, are used to validate our plans and procedures and identify areas to improve our readiness.

First responders from the Division of Public Safety and the department of Environment Health and Safety are always available to respond to emergencies on the Ithaca campus. Management of campus incidents begins with first responders and elevates to include others from the University and local community as additional resources are directed to an incident. The Emergency Operations Plan (EOP) is used as the framework for responding to and managing incidents caused by both anticipated and unexpected hazards. The EOP defines and organizes the capabilities and functional services Cornell uses to prepare for, respond to, and recover from campus incidents.

Cornell University further mitigates the impact of emergencies through continuity of operations planning that allows for the continuation of essential services regardless of the type of disruption. Continuity of operations planning supports university objectives for the recovery from disruptive incidents and is critical to maintaining research, teaching, and essential services during emergencies.

Be Prepared for Emergencies

Familiarity with emergency plans and procedures is critical to taking effective and appropriate actions during emergencies. It is everyone's responsibility to help keep our community safe and to be ready for emergencies before they occur.

Emergency preparedness training can provide the skills to properly react to emergency situations to protect yourself and assist others until responders arrive. Training opportunities at Cornell include both in-person and web-based offerings and are provided at no cost to Cornell community members. Preparedness training includes First Aid, CPR/AED, Personal Security, Active Threat Response, Winter Driving, Identify Theft, Violence in the Workplace, and Sexual Assault Awareness. In addition, emergency preparedness videos are available at <https://www.cornell.edu/video/emergency-preparedness-at-cornell>.

The Cornell Emergency Action Guide (EAG) provides information on actions the campus community should take in emergency situations. The Ithaca campus guide is available at <http://emergency.cornell.edu>. At non-Ithaca campuses, contact your campus safety or security department for your local emergency action guide.

For situations that require immediate police, fire, or medical response to preserve life or property, the Cornell community can report Ithaca-campus emergencies by calling 911 from an on-campus telephone or 607.255.1111 from a cellular or off-campus telephone. Individuals can also use any outdoor Blue Light phone situated throughout campus or the Rave Guardian app to report a campus emergency.

The Cornell Fire Safety Plan provides building evacuation instructions and directional maps and is posted in campus facilities as required by the Fire Code of New York State. When an evacuation alarm or order for evacuation occurs, always assume it is an actual incident and act accordingly. Follow the building evacuation plan and other appropriate emergency procedures. Building evacuation drills are conducted utilizing the timing and frequency specified in the Fire Code of New York State.

Cornell University uses an emergency mass notification system, CornellALERT, to inform the campus community of an imminent safety threat or change in operations. Cornell may send email, text, voice, and Rave Guardian messages for natural incidents such as a tornado or other dangerous weather, unnatural events such as an active threat, or if the university changes operating status due to an emergency or weather event. All messages will contain a brief description of the incident and precautions to take. Information on how to receive CornellALERT messages is available at <https://emergency.cornell.edu/emergency-notifications/>. During a crisis, visit <https://emergency.cornell.edu> for updates and additional information.

Cornell University Emergency Medical Service

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 55 active members, CUEMS has been providing service to the Cornell community since 1976. CUEMS is an all-volunteer organization and is part of the Cornell Division of Public 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 <https://cuems.cornell.edu> for more information.



Cornell's student-run Emergency Medical Service (CUEMS).

IT Security

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

Online attackers often impersonate trusted individuals to trick people into revealing their passwords, releasing other sensitive information, or infecting their devices. They might fabricate fake research opportunities or job offers from Cornell staff and faculty and send these scams by text or email.

<https://career.cornell.edu/resources/beware-of-job-internship-scams/>

Always remember that common scams want you to send money or buy gift cards. If an offer sounds too good to be true, or instructions feel odd (like asking you to send money to your boss or instructor), think twice! Call the individual at a published number or contact the IT Security Office.

<https://career.cornell.edu/videos/job-fraud-warning-signs/>

Protect Your NetID and Password

Do not share your NetID password with anyone, including your immediate family, and do not use it on other websites. A stolen password can be used to invade your privacy, or worse, steal your identity.

Learn how to spot fraudulent emails (phishing).

<https://it.cornell.edu/confirm>

Use built-in reporting tools for Microsoft Outlook or Gmail to report these messages.

<https://it.cornell.edu/security-and-policy/report-suspicious-email>

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>

Check the Verified Communications page for authentic messages from a legitimate university source.

<https://verified.cornell.edu> (Cornell NetID login required)

Watch out for Duo-based attacks - if you receive a Duo prompt you are not expecting, an attacker has probably compromised your password. Deny the Duo push, report it as fraud, and change your password right away.

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

Protect Your Personal Devices

Follow these five simple steps to protect your phone, tablet, or computer: use a passcode to lock your device, preferably one longer than 4 digits; use a current OS; install anti-malware software and accept security updates; encrypt the device; and enable remote wipe for lost or stolen devices. Also, regularly back up your devices and data so that you can always recover important information.

<https://it.cornell.edu/device-security>

Get Help for IT Security Problems

If you suspect your NetID password has been stolen:

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

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

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

Learn More about IT Security

Find more IT Security tips and information at:

<https://itsecurity.cornell.edu>

<https://it.cornell.edu/students>

Sexual Violence

Dating and Domestic Violence, Sexual Assault, and Stalking

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

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

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

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

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

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

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

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

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

Education and Prevention

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

In Fall 2025, incoming first year and transfer students were required to complete the online program *COCR 200: Undergraduate Student Responsibility*. Incoming graduate and professional students were required to complete *COCR 100: Graduate and Professional Student Responsibility*. Both programs provided information about the University’s policies and resources related to Dating and Domestic Violence, Sexual Assault, and Stalking (among other related topics). These programs were designed to increase awareness of these crimes and how to report such conduct to the university. They also outlined options for bystander intervention and information on risk reduction. Ongoing student programming includes interactive seminars and presentations held throughout the year.

Cornell requires all new employees to complete the online program

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

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

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

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

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

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

If an individual is considering criminal action related to an assault, they are advised to seek medical care at a hospital as soon as possible. Bathing, showering, douching, or even changing clothes is not advised, as it may lead to inadvertently removing evidence. The kind of evidence that supports a legal case should be collected within 96 hours

of an assault. Through the Sexual Assault Nurse Examiner (SANE) program, a registered nurse can conduct a special examination to collect evidence simultaneously with administering medical care. For all crimes (not just those involving physical assault), complainants are advised to keep evidence such as emails, texts, voicemails, letters, notes, etc. They are advised to photograph anything that the accused damages and any injuries they cause. Victims are also encouraged to ask witnesses to document what they see. Every piece of information could help make the decision whether to move forward with a criminal action and may be helpful in obtaining an order of protection.

Reporting to Law Enforcement

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

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

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

Reporting to Cornell Administration (Title IX Coordinator in the Cornell Office of Civil Rights)

Reports to the University can be made by contacting the University Title IX Coordinator at:

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

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

Once a report is made to the Title IX Coordinator, the victim (if identified) will receive a written explanation of their options for resolution and information on resources, including, but not limited to, counseling, health, and mental health services, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services for victims both at Cornell and within the community. They will also receive a written notification of supportive measures available to them, including changes to academic, living, transportation, work situations, and other protective measures. These services are available regardless of whether a victim also reports to law enforcement.

Protecting Confidentiality

Privacy and Confidentiality

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

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

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

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



Resources for Victims

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

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

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

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

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

Cornell prohibits students and employees from engaging in Dating and Domestic Violence, Sexual Assault, Sexual Exploitation, Sexual Harassment and Sex/Gender-Based Harassment, and Stalking. Where the accused is a student or employee, the procedures for resolution, which include definitions of these forms of prohibited conduct, are available at <https://officeofcivilrights.cornell.edu/policies-procedures/non-discrimination-policy-6-4/current-policy-6-4-procedures>.

Adjudication of a Complaint under Policy 6.4

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

The University's response to Dating and Domestic Violence, Sexual Assault, and Stalking, will be prompt, fair, and impartial from the initial response to a report to final resolution. It will be conducted in a manner that is transparent, equitable, and consistent with the University's policies. The University will keep both parties informed of the complaint's status, as appropriate, including providing simultaneous notification, in writing, of the result of a disciplinary proceeding, the procedure for appeal, any change in the outcome, and when the outcome becomes final. Appropriately trained individuals—who receive annual training on Dating and Domestic Violence, Sexual Assault, and Stalking, and how to conduct such proceedings in a way that protects the safety of both parties and promotes accountability, and who do not have a conflict of interest or bias for or against the complainant or the respondent—will conduct Dating and Domestic Violence, Sexual Assault, and Stalking proceedings.

Supportive Measures.

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

Temporary Suspension.

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

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

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

During the investigation, an appropriately trained investigator will gather information from the parties and other individuals who

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

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

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

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

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

Victim's Rights and Notifications

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

Victim Advocacy Program

Phone: 607.255.1212.

Email: victimadvocate@cornell.edu

Hours: M-F, 9am-5pm

Updated 3/26

Connect with a Victim Advocate

SHARE
Office

Free, confidential, client-centered support

Services available to undergraduate and graduate students, staff, faculty, and post-docs



WE WORK WITH INDIVIDUALS:

- Who feel confused, uncomfortable, or harmed
- Who are victim-survivors of harmful, threatening, or violent incidents
- This may include sexual or dating violence, stalking, harassment, cyberbullying, hazing, etc.
- No details or disclosures are required for support.



OUR SERVICES INCLUDE:

- Comprehensive, individualized safety planning
- Assistance with emergency funding, housing changes, academic accommodations
- Supportive space to consider reporting options
- Guidance on post-incident physical and mental healthcare
- Accompaniment to meetings and appointments



ABOUT OUR APPROACH:

- Trauma-informed and client-centered
- An empowerment-based, non-clinical service to navigate options for campus and community support
- Judgement-free space to process experiences

We also provide consultation to 3rd parties.

How to connect with an Advocate:

A Victim Advocate can provide you with support and unbiased information so you can make informed decisions about what is best for you.

Appointments are:

- Free and confidential
- Available in person or by Zoom or phone
- Offered as a one-time consultation, or as ongoing support

To schedule an appointment:

- Email victimadvocate@cornell.edu
- (Note: email is not a secure form of communication for private or confidential information)
- Or leave a voicemail message at 607-255-1212

The Victim Advocacy Program is not a crisis service; however, we strive to return messages promptly and schedule appointments as soon as possible.

Sexual Harassment & Assault Response & Education (SHARE) Office
Skorton Center for Health Initiatives at Cereale Center for Cornell Health
1110 Ho Plaza | 607-255-1212 | victimadvocate@cornell.edu
Monday-Friday, 9 a.m. – 5 p.m.

About the Victim Advocacy Program:
health.cornell.edu/VA

Other resources for support:
share.cornell.edu

The **Victim Advocacy Program** provides assistance to members of the Cornell community (undergraduate and graduate/professional students, staff, and faculty) who are victims of harmful, threatening, or violent incidents.

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

Victim Advocates provide a wide range of services, depending on the needs and concerns of the individual. Victim Advocates offer non-judgmental personal support, information, and answers to questions about options in order to make an informed decision; time to consider how to move forward and heal; and connection to additional resources. Victim Advocates work with individuals considering pursuing accountability processes through the university or criminal justice system, and provide support, consultation, and accompaniment throughout any process. **Victim Advocacy services are confidential and free**, and designed to help each individual pursue the course of action they feel is best for them.

What can a Victim Advocate do for me?

Assist with any of the following areas:

Emotional support & help navigating options

- Non-clinical processing about next steps, potential disclosing
- Thinking through support systems such as friends, family, faculty, staff, support group, religious or spiritual community
- Help navigating on- and off-campus resources and identifying other services and supports

Medical & mental health support

- Post-assault exams & care, sexually transmitted infection protection, pregnancy protection
- Expedited counseling & support groups through CAPS
- Support around insurance, prescriptions, off-campus medical care, SAFE/SANE exam details

Housing & campus life

- Emergency housing
- Housing changes & accommodations
- Meal plan changes
- Parking permit changes
- Employment accommodations
- Termination of NY State residential lease due to domestic violence

Academics

- Academic accommodations
- Class changes due to safety concerns
- Leave of absence options and support for health leaves

Financial concerns

- Reimbursement and emergency funding sources including NY State victim compensation, Cornell financial resources, and more

Customized safety planning

- digital safety including password protection, tracking, online personal information
- transportation
- housing and security systems
- securing documents and IDs
- pets
- finances
- medical
- divorce and custody

Options for evidence documentation & reporting

- University No-Contact Order & Order of Protection consultation
- Reporting options & support navigating institutional procedures with COCR, Student Conduct, & HR as well as Criminal, & Civil processes off campus
- Good Samaritan protocol support
- Evidence collection options and timeline support

Connections with resources

- Complainants' Codes Counselors
- Cornell Office of Civil Rights (Institutional Equity & Title IX)
- Office of Student Conduct & Community Standards
- Student Disability Services
- Learning Strategies Center
- Campus mediation services
- Faculty & Staff Assistance Program
- Advocacy Center of Tompkins County
- Community-based legal support
- Off-campus mental health & medical care

...and accompaniment to meetings/appointments

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

Sexual Offender Notice

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

Reporting Hate Crimes and Bias Incidents

A hate crime is defined by New York State Penal Law Section 485 as any designated criminal offense or attempted criminal offense in which the perpetrator intentionally selects the person against whom the offense is committed or intended to be committed in whole or in substantial part because of a belief or perception regarding the race, ethnic or national origin (including shared ancestry), citizenship and immigration status, color, sex, pregnancy or pregnancy-related conditions, age, creed, religion, actual or perceived disability (including persons associated with such a person), arrest and/or conviction record, military or veteran status, sexual orientation, gender expression and/or identity, an individual's genetic information, domestic violence victim status, familial status, marital status, caregiver status, height, weight, and any other legally

protected class.

A bias incident—as defined by Cornell policy 6.4: Prohibited Bias, Discrimination, Harassment, and Sexual and Related Misconduct—is an action taken that one could reasonably and prudently conclude is motivated, in whole or in part, by the alleged offender's bias against an actual or perceived aspect of diversity, including, but not limited to membership in an Equal Education and Employment Opportunity (EEO) protected class (e.g., disability, race, sex, gender identity).

Identifying and Reporting Bias Activity

Reported incidents allegedly committed by Cornell faculty, staff, students, or unknown individuals are routed to the Cornell Office of Civil Rights (COCR) for review and response. Complaints of bias may be referred to another appropriate university office—such as the Office of Student Conduct and Community Standards—or COCR may work collaboratively with campus partners to determine the best method of intervention to address bias complaints.

Anyone who directly witnesses, experiences, finds evidence of, or hears of bias activity on the Cornell campus—or in an area that impacts the Cornell community—should immediately report the incident online at <https://cornell.guardianconduct.com>. Stated clearly, anyone can report a bias incident. If the bias activity constitutes a bias crime, as defined by federal, state, and local laws, the report will be shared with Cornell Police.

Information about the university's response to bias incidents is available online at <https://diversity.cornell.edu>. You can also contact the Cornell Office of Civil Rights, which is open from 9:00 a.m.—4:30 p.m. Monday through Friday at 500 Day Hall or call 607.255.2242 or email civilrights@cornell.edu. An annual report related to Cornell's bias response is published at <https://officeofcivilrights.cornell.edu>.

Hazing

Hazing is a serious public health issue that affects every member of our community—threatening individual well-being and undermining community trust. Preventing and responding to hazing at Cornell University is consistent with our commitment to providing a safe, inclusive, and respectful learning, living, and working environment.

Cornell's *Student Code of Conduct* ("Code") <https://scl.cornell.edu/studentconduct> establishes expectations for all students and registered student organizations—including fraternities and sororities—on the Ithaca campus, Cornell AgriTech in Geneva, NY, and Cornell Tech in New York City. Hazing is expressly prohibited under the Code.

The Office of Student Conduct and Community Standards (OSCCS), a department within the Division of Student and Campus Life, is responsible for administering the student conduct process for individual students and registered student organizations. This includes reviewing and resolving reports of alleged hazing in accordance with the *Student Code of Conduct Procedures*.

While Cornell varsity athletic teams do not fall within the jurisdiction of the Code or OSCCS as organizations, Cornell's *Student-Athlete Handbook* and Cornell's *Student-Athlete Rights and Responsibilities* prohibit varsity student-athletes are precluded from participating in hazing as defined by the Code, either directly or indirectly.

Definitions

Cornell University's *Student Code of Conduct* defines hazing as follows:

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

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

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

New York State hazing definitions are described in detail below.

According to the New York State Penal Law:

120.16: Hazing in the first degree:

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

Hazing in the first degree is a class A misdemeanor.

120.17: Hazing in the second degree:

A person is guilty of hazing in the second degree when, in the course of another person's initiation or affiliation with any organization, he intentionally or recklessly engages in conduct, including, but not limited to, making physical contact with or requiring physical activity of such other person, which creates a substantial risk of physical injury to such other person or a third person.

Hazing in the second degree is a violation.

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

Education and Prevention

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

Cornell's Hazing Prevention Model (Marchell et al., 2022) recognizes that all members of the Cornell community have a shared responsibility to prevent and respond to hazing and was informed by the Hazing Prevention Framework (Allan et al., 2018). This approach addresses eight key areas spanning prevention, intervention, and support. To explore the details of Cornell's *Hazing Prevention Model* visit: <https://hazing.cornell.edu/education/hazing-prevention-model>



Cornell offers research-informed hazing prevention education, training, and awareness initiatives for students, staff, and faculty. Campus partners—including the Skorton Center for Health Initiatives, the Office of Student Conduct and Community Standards, and the Cornell Team and Leadership Center—offer several programs on recognizing and responding to hazing. They include prevention and bystander intervention strategies, Cornell's definition of hazing, positive team-building practices, and explorations of healthy group dynamics.

Additionally, Sorority & Fraternity Life, Campus Activities, Athletics & Physical Education, and Housing and Residential Life collaborate with campus partners to deliver hazing prevention education tailored to their respective communities throughout the academic year.

Hazing prevention and educational training offerings to the Cornell community include:

- For students:
 - *Intervene (an evidence-based bystander intervention program designed for undergraduate, graduate, and professional students)*
 - *How to Recognize and Respond to Hazing*
 - *The Spectrum of Relationships*
 - *The annual Antonio Tsialas '23 Hazing Prevention Week*

For staff/faculty:

- o *How to Recognize and Respond to Hazing*

Cornell University also maintains the Hazing at Cornell website <https://hazing.cornell.edu>, a centralized source of educational resources for students, staff, faculty, alumni, parents, families, and other community members. The site provides educational materials on hazing, including definitions, reporting options, support resources for those affected by hazing, and information about hazing-related conduct violations at Cornell. It also features a robust fact sheet collection and information about Cornell's research-informed *social norms campaign*, a strategy designed to reduce misperceptions related to hazing and promote bystander engagement.

Reporting Options

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

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

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

Resources for People Who Have Been Hazed

Individuals who have experienced hazing deserve support. Members of the Cornell community may seek confidential assistance from:

- Cornell Health (medical and mental health care for students): 607.255.5155

- Victim Advocacy Program: 607.255.1212, victimadvocate@cornell.edu

- University Ombuds: 607.255.4321, ombudsman@cornell.edu

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

Supportive Measures: Regardless of whether the student conduct process is initiated, the university offers a range of resources, support services, and measures to protect the safety and well-being of the reporter(s) or complainant(s), the respondent(s), and the community and to promote an accessible educational environment.

After receiving a report or pending resolution of a formal complaint, University offices can assist in establishing appropriate and reasonably available supportive measures, which are non-disciplinary and non-punitive. Supportive measures include assistance in changes to academic, living, transportation and working situations, no-contact orders, security escorts, facilitated agreements to delete consensually obtained sensitive images, or restrictive orders.

Investigation, Adjudication, and Sanctioning Process for Reports of Hazing

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

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

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

Formal Complaint - Investigation Process: In cases where a Formal Complaint is initiated, the OSCCS will gather information regarding the allegations through a thorough and comprehensive investigation. OSCCS is invested in protecting the privacy of any student who is concerned about their safety and well-being and has put in place protocols to honor this commitment. During the investigation:

- A trained investigator will gather information from the parties and other individuals who have relevant information, as well as relevant available evidentiary materials (e.g., physical evidence, documents, communications between the parties, and other electronic records and media) as appropriate.
- All witnesses (including the Respondent and Complainant) are interviewed privately and will not appear in the same room during the investigation.
- The parties will have the opportunity to review and comment on the information gathered by the investigator prior to the investigator finalizing the investigative report and record. Both parties will receive a copy of the investigative report and record simultaneously.
- In cases where the Respondent is a registered or recognized student organization, the investigator may exclude the identity of a student witness and redact information that would allow student witnesses to be personally identified, where the investigative determines it is necessary to protect a student witness from retaliation.

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

If the Hearing Panel finds that the Respondent is responsible under the Code, it will consider appropriate sanctions and remedies.

Note: In lieu of a hearing, Formal Complaints can also be resolved outside of a hearing via the Alternate Resolution process, where the Complainant and Respondent can reach a mutually agreeable outcome.

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

In determining sanctions and remedies, the Hearing Panel will consider the following:

- the severity of the prohibited conduct,
- the circumstances of the prohibited conduct,
- the impact of the prohibited conduct and sanctions and remedies on the Complainant,
- the impact of the prohibited conduct and sanctions and remedies on the community,
- the impact of the prohibited conduct and sanctions and remedies on the Respondent,

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

Sanctions and remedies for individual students may include one or more of the following measures similar in kind to the interim measures specified under these Procedures, appropriate educational steps (such as alcohol or drug education, reflection exercises, counseling, or directed study), community work, restitution to the Complainant, fines of not less than \$20 nor more than \$500, restrictions or loss of specific or all privileges at the University for a specified period of time, oral warnings, written reprimands, oral warnings, written reprimands, disciplinary probation for a stated period of time, deferred suspension, suspension from the University for a stated period not to exceed three years, or dismissal (i.e., expulsion) from the University.

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

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

must be by a majority vote of the Review Panel and will include the rationale for the Review Panel's decision and any dissenting opinion.

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

For Varsity Athletic Teams:

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

While the Student Code of Conduct does not have jurisdiction over Varsity athletic teams as organizations, Cornell Athletics adopts and applies the same definitions of hazing outlined in the Student Code of Conduct, as reinforced through the Student-Athlete Handbook. In consultation with the OSCCS, Cornell Athletics is responsible for investigating and resolving varsity team-based hazing, including determining and administering team sanctions, and overseeing appropriate follow-up actions.

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

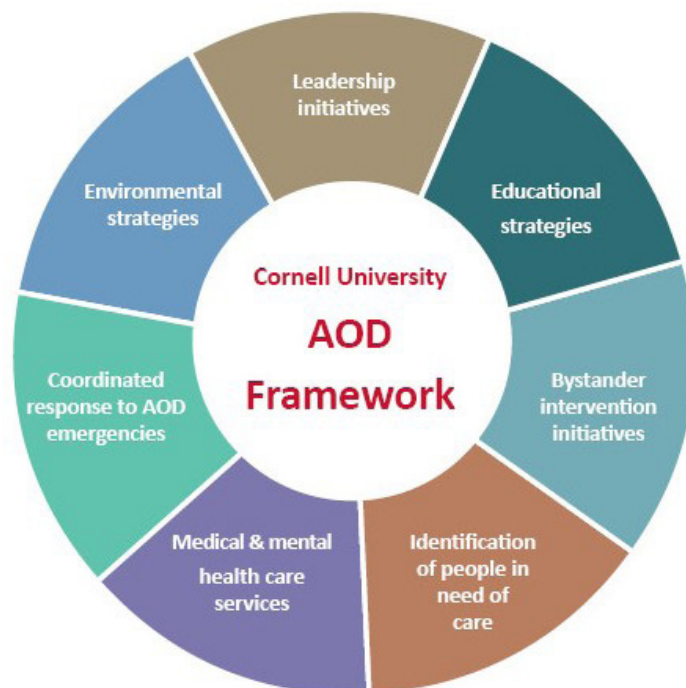
- Verbal and/or written reprimand/warning, including probation
- Harm repairing action
- Individual reflection
- Additional training/education

- Suspension from practice or games
- Suspension from all athletic privileges
- Dismissal from team
- Cancellation of season

Transparency of Violations: Varsity athletic teams' hazing violations are posted on Cornell University's <https://hazing.cornell.edu> website and included in the University's Campus Hazing Transparency Report.

Alcohol and Other Drugs on Campus

Cornell University uses a comprehensive, public health approach to prevent harm and reduce alcohol and other drug (AOD) misuse. AOD misuse is contrary to the learning mission of the university and has negative impacts on individuals as well as on the wider campus and local communities. The university is committed to upholding local, state, and federal law; requiring proper management of events where alcoholic beverages will be served; minimizing the misuse of alcoholic beverages; maintaining a drug-free workplace; and providing education about the risks associated with the use and misuse of alcohol and other drugs. In addition, the Cornell Student Code of Conduct ("Code") sets forth procedures and sanctions for violations of the policy on Alcohol or Drug-Related Behavior. Possible sanctions related to campus violations range from an oral warning to dismissal. The Code is available online at <https://scl.cornell.edu/studentconduct>.



Cornell University Policy 4.8 on Alcohol and Other Drugs includes general guidelines regarding alcohol and other drugs, procedures for holding events at which alcohol is served, information about harm, including health risks, that can result from drinking or other drug use, a description of the applicable legal sanctions under state law for the unlawful possession or distribution of alcohol and other drugs, and a list of campus resources, including Cornell



Health. Any member of the Cornell community who is planning a university event that will include alcohol needs to be familiar with the requirements of the policy, available online at https://policy.cornell.edu/sites/default/files/policy/vol4_8.pdf. The unlawful manufacture, distribution, dispensation, possession, use, and/or sale of other drugs (controlled substances or other illegal drugs) is prohibited. Additionally, while NY legalized recreational use of cannabis for adults aged 21 and older, cannabis use is prohibited on Cornell's campus.

Cornell Health offers a wide variety of AOD services for students who want to learn more about their own use, reduce or eliminate their use, or are worried about a friend or family member's use or dependency. Services include education, individual and group support, and referrals for treatment. All services are sensitive to the challenges university students face regarding AOD use. Learn more: <https://health.cornell.edu/AOD>.

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

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

Student Code and Procedures

Office of Student Conduct and Community Standards (OSCCS)

Location: 120 Day Hall

Phone: 607.255.4680

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

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

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

1. The behavior occurs in the context of a University program or activity; or

2. Poses a threat to the University's educational mission or the health or safety of individuals (whether affiliated with the University or not), or the University community.

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

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

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

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

To review the Student Code of Conduct and Procedures, go to: <https://scl.cornell.edu/studentconduct>.

Essential Services for Students and Staff

Cornell Health

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

Phone: 607.255.5155 (24/7) Fax: 607.255.0269

Website: <https://health.cornell.edu>

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

All registered Cornell undergraduate, graduate, and professional students can access services at Cornell Health, as well as self-care resources and referrals. Select services are also available to other Cornell community members, including visiting students and partners and spouses of students. (See website for details: <https://health.cornell.edu/get-care/who-we-serve>)

Students seeking information, appointments, referrals, and other assistance during business hours can call 607.255.5155. Students experiencing urgent health concerns when the facility is closed can consult by phone with an on-call health-care provider for advice

and, if necessary, referral to local urgent or emergency health services (<https://health.cornell.edu/get-care/emergencies-after-hours-care>).

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

Additional Resources for Support

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

Support programs and resources include:

- Centers for Student Equity, Empowerment, and Belonging: Asian & Asian American Center; First Generation & Low-Income Student Support; Gender Equity Resource Center; LGBT Resource Center; Office of Spirituality and Meaning-Making (<https://scl.cornell.edu/thecenters>)
- Student Disability Services: Works in partnership with Cornell faculty, staff, and students to ensure that all aspects of student life are accessible, equitable, and inclusive of individuals with disabilities (<http://sds.cornell.edu>)
- The Victim Advocacy Program in the SHARE office provides confidential support for survivors of harmful, threatening, or violent incidents. Phone: 607.255.1212 (<https://health.cornell.edu/VA>)

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

Concerns About a Student Crisis Management

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

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

Learn more about Student Support and Advocacy Services:

<https://scl.cornell.edu/student-support>.

Faculty and Staff Assistance Program (FSAP)

Phone: 607.255.2673

15 Thornwood Drive, Ithaca, NY 14850

Website: <https://fsap.cornell.edu>

The Faculty and Staff Assistance Program (FSAP) offers free and confidential guidance and support for Cornell benefits-eligible employees (faculty, staff, postdocs, visiting scholars, and retirees) and their partners in person, by phone, or via telehealth.

FSAP staff members provide brief counseling, support, resources, and referral on such topics as personal life challenges, work-related concerns, family or relationship issues, alcohol and drug use, adjusting to change or loss, conflict resolution, and mental health matters. They also are available for consultation with people, oftentimes managers, who have concerns about others. Additionally, FSAP counselors provide support in the wake of a crisis. After hours, FSAP partners with Cornell Health's on-call service, staffed by health care professionals who can provide confidential consultation about urgent health concerns and offer advice about other after-hours resources.

Visit <https://fsap.cornell.edu> for detailed information about services, staff, hours, directions, eligibility, and access.

Transportation and Delivery Services

Location: 116 Maple Avenue, Ithaca, NY 14850-4901

Hours: Monday to Friday, 7:30 a.m. to 4 p.m.; office closed daily between 1 p.m. and 2 p.m.

Phone: 607.255.4600, Fax: 607.255.0257

Email: transportation@cornell.edu

Website: <https://fcs.cornell.edu/departments/transportation-delivery-services>. Click on the "contact us" button to submit a request for help.

Cornell's Transportation and Delivery Services is the campus resource for information about parking (including accessibility parking accommodations), transit, department vehicles and other alternative mobility and travel options. The office oversees parking permit issuance, parking enforcement, event and visitor parking, Fleet Services, Campus-to-Campus, mail and courier services, student paratransit 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 in 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.

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

Counseling, Education, and Referral

Cornell University

- Cornell Interactive Theatre Ensemble
607.254.8851
- Cornell Police Community Engagement
G2 Barton Hall
607.255.7404, 607.255.7305
- Cornell United Religious Work
118 Anabel Taylor Hall
607.255.4214
- Counseling and Psychological Services
Cornell Health
607.255.5155
- Dean of Students (Office of the)
207 Willard Straight Hall
607.255.1115
- Faculty and Staff Assistance Program
607.255.2673 (255.COPE)
24 hours per day, 7 days per week
- LBGT Resource Center
626 Thurston Ave., Third Floor
607.254.4987
- Office of Student Conduct and Community Standards
120 Day Hall
607.255.4680
- Cornell Office of Civil Rights
500 Day Hall
607.255.2242
- Ombuds (Office of the University)
118 Stimson Hall
607.255.4321

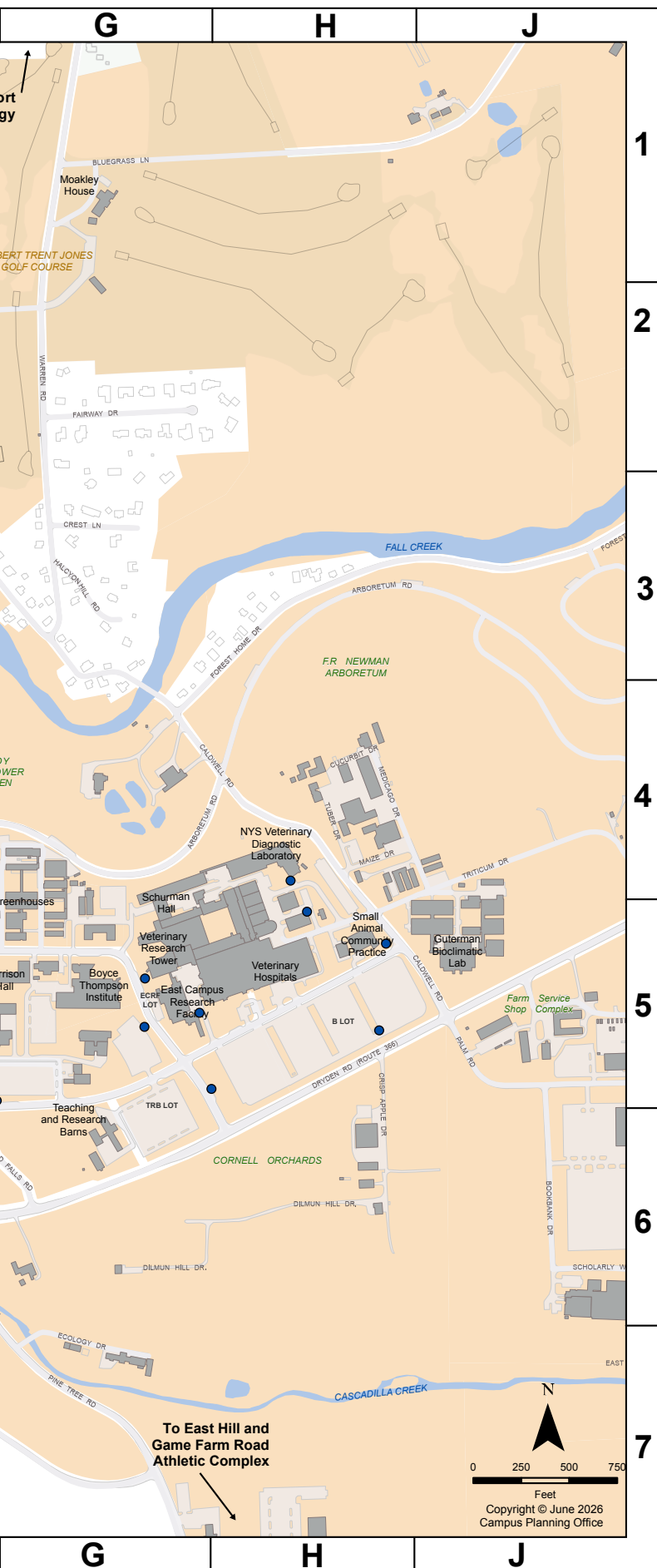
- Organizational Development for Faculty and Staff
607.254.6400
- SHARE (Sexual Harassment & Assault-Response & Education)
<https://share.cornell.edu>
- Skorton Center for Health Initiatives—
Sexual Violence Prevention
Cornell Health, 607.255.4782
- Victim Advocacy Program
Cornell Health,
607.255.1212
- Inclusion & Belonging
607.255.3976
- Staff and Labor Relations
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
- Human Services Coalition of Tompkins County
607.273.8686
- Tompkins County Whole Health—Mental Health Clinic
201 East Green Street
607.274.6200
- Planned Parenthood of the Southern Finger Lakes
620 West Seneca Street,
appointments: 607.273.1513
- Suicide Prevention and Crisis Service
607.272.1616, call or text to 988, <https://ithacacrisis.org>
- Tompkins County Stop DWI
607.257-1345, ext. 4411



Campus Map



• Blue Light phones

(Direct line to Cornell Police for emergencies or other assistance)

Cornell Operated Land

Cornell Buildings

Cornell Police

(117 Statler Drive, 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 or use a Blue Light or other campus emergency phone.

Lost and Found: 607.255.7197

Community Engagement: 607.255.7305 or 607.255.7404

Cornell Health

(Ho Plaza; map locator B5)

Cornell Health: <https://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

Transportation and Delivery Services

(116 Maple Avenue; map locator E7)

Campus Parking: <https://fcs.cornell.edu/departments/transportation-delivery-services/parking-transportation>

Office hours: Monday–Friday, 7:30 a.m.–4 p.m.; office closed daily between 1 p.m. and 2 p.m.

607.255.4600 (parking and transportation information)



Campus Watch

Campus Watch is published annually by the Division of Public Safety Clery Compliance Office, in compliance with the Jeanne Clery Campus Safety 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:

Eric Stickel, Chief of Cornell Police

117 Statler Drive, G2 Barton Hall, Ithaca, NY 14853-1701
phone 607.255.8945; fax: 607.255.5916; email: cu_police@cornell.edu

Christopher Schmidt, Clery Compliance Officer

Division of Public Safety
353 Pine Tree Road, Ithaca, NY 14850
phone 607.254.8914; email: cjs364@cornell.edu





publicsafety.cornell.edu

Division of Public Safety • Cornell University

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