2014 Annual Security Report

ILR NYC Conference Center
16 East 34th Street

Published September 2015
Jeanne Clery Disclosure of Campus Security Policy
and Campus Crime Statistics Act
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ILR NYC Conference Center

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

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

Safety and Security at the Center

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

Preparation of the Clery Report

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

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

Compilation of information for the annual security report as well as criminal statistical data as required by the Act is accomplished through cooperative efforts with the Director of Administration, NYPD and the Cornell University Clery Compliance office. The report informs the Center community about important procedures, policies, crime prevention programs, and campus statistics. The Director of Administration collects statistical information from reports.
made directly to him and from the New York Police Department, Midtown South Precinct. Each staff member of the ILR NYC Conference Center receives an annual email describing the report and providing the web address to obtain a copy of the report, [http://www.ilr.cornell.edu/regionaloffices/NewYorkCity/index.html](http://www.ilr.cornell.edu/regionaloffices/NewYorkCity/index.html). The Director of Administration keeps hard copies of the annual security report on hand and will provide one upon request. For more information, contact the Director of Administration, 212-340-2854.

Prospective employees and students are afforded the same information at the time they obtain an application for employment or admission. Any person may have access to the report and is posted at [http://www.ilr.cornell.edu/regionaloffices/NewYorkCity/index.html](http://www.ilr.cornell.edu/regionaloffices/NewYorkCity/index.html).

**Reporting Crime and Requesting Assistance**

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

1. **Call 911**
   - Act quickly but calmly.
   - Get to a safe place if possible
   - Be prepared to describe:

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

   **AND**

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

2. **If reporting a non-emergency:**
   - do not call 911
   - 212-340-2854 - Non-emergencies
Access Control and Building Security

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

Responsibility for the management of proper access control rests with the Director of Administration, who will, as necessary, delegate this responsibility to a specific entity within a unit. Issuance of access devices should be systematic and need-based and in accordance with university policy 8.4, Management of Keys and other Access Control Devices. The Director must determine the need for access device issuance, based upon job functions. Issuance of access devices should be kept as infrequent as possible, with consideration given to hours of work, work space, alternatives, frequency, urgency, and sensitivity. Individuals are prohibited from unauthorized possession or duplication of access devices to university facilities; from disabling or circumventing access devices; and from making changes to access without following the procedures set forth in Policy 8.4.

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

Emergency Notifications

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

Timely Warnings

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

In the event that a situation arises, either on or adjacent to the Center, that, in the judgment of the Director (or his/her designee), in consultation with NYPD and CUPD as appropriate, constitutes a serious or continuing threat to students and employees or the greater institution community, a Center-wide “timely warning” will be issued. The warning will be sent as an email.
These timely warnings contain a brief description of the incident; the date, time, and location of the incident; and precautions to take; however, they will not provide details as found in a press release or news article. The amount and type of information presented in the warning will also vary depending on the circumstances of the crime. A warning that could jeopardize a criminal investigation will not be distributed. Significant criminal incidents that might elicit a timely warning include, but are not limited to crimes of violence or patterns of property crimes. Anyone with information about criminal incidents that might warrant a timely warning should report the circumstances to the Director of Administration (212-340-2854), and, in the case of an emergency, to the NYPD by calling 911.

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

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

Center Safety and Crime Prevention Outreach Programs
Cornell Police offers these crime-prevention and public-safety outreach programs and services at no cost to any Cornell group or organization:

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

- **Rape Awareness** discusses stranger rape versus acquaintance rape, options available to the victim in a rape situation, and techniques to reduce the possibility of becoming a rape victim.

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

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

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

- **Violence in the Workplace** discusses types of violence, how to identify potentially violent behavior, how to prevent a violent situation, and how to react to one.
• **Identity Theft** discusses what identity theft is, how to avoid it, what to do if you become an identity-theft victim, and who you need to report it to. In addition to the programs listed above, the Crime Prevention Unit provides surveys, evaluations, and recommendations on safety lighting, loss prevention, burglar alarms, security, control of keys, and policy compliance.

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

Contact Officer Beverly VanCleef at 607.255.7305, or Officer Lisa Van Horn at 607.255.7404, from the Cornell University Police Department or send email to crime_prevention@cornell.edu to inquire about any of these programs, services, video resources and training materials.

**Alcohol and Drugs**

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

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

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

Guidelines for Crime Victims

- **Call 911** in an emergency situation requiring immediate response to preserve life or property.
- **At the Center**, call 212-340-2854 (during business hours) if the situation is no longer an emergency.

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

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

- Getting to a safe place as soon as possible;
- Seeking medical assistance;
- Not bathing, douching, or changing clothes; and
- Contacting the NYPD, whatever your initial decision is regarding prosecuting the crime.

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

Sexual Assault

Cornell University will not tolerate sexual abuse, rape, or other sexual assaults of any kind against students, staff, faculty, or visitors. In an ongoing effort to prevent sexual assaults on any Cornell campus, the university provides education and prevention programs for the Cornell community; pursues all complaints of sexual assault; dispenses disciplinary action where appropriate; and provides complainants with information on pursuing criminal or other legal action. To view the entire policy on Sexual Assault go to http://www.dfa.cornell.edu/treasurer/policyoffice/policies/volume/humanresources/sexual.cfm.

If you are a victim of a sexual assault while at the Center, you are asked to report the incident to the Judicial Administrator, NYPD, Cornell Police, or a local law enforcement agency and further advised to seek medical care at a local health care facility. In addition, you may file a complaint and/or pursue criminal charges. The university will investigate all complaints of sexual assaults and will take appropriate disciplinary action in each instance. It will also provide information on pursuing criminal or other legal action. Additionally, it will provide health care, counseling, and other support services on campus for students, faculty, staff, and visitors who are victims of sexual assaults.
**Reporting the Incident**

You are encouraged to report to the New York Police Department any incident of sexual violence, including a sexual assault. A report is an account or description of a specific incident. You may make a report without filing a criminal complaint. You may do so by phone, in person, or in writing. Please tell the law enforcement agency if you are safe and about the existence and severity of your injuries. You may request transportation to medical and/or psychological care. You will need to explain where and when the incident took place and whether the assailant is known to you. Caution: In order to obtain physical evidence of the assault, you should report the incident as quickly as possible.

All acts of sexual violence are forms of sexual harassment that are covered under Title IX. The Director of Administration will take appropriate action and inform the Title IX coordinator and deputy coordinators. While the university recommends contacting the New York Police Department in the first instance, reports may also be made directly to the Title IX coordinator and deputy coordinators if the victim prefers. The university’s Judicial Administrator is the deputy coordinator for Title IX complaints against students and can be contacted at 607.255.4680 or judadmin@cornell.edu. The director of the Office of Workplace Policy and Labor Relations is the deputy coordinator for Title IX complaints against faculty and staff members and non-Cornell community members and can be contacted at 607.255.7232 or equalopportunity@cornell.edu.

In addition, the Director of Administration offers assistance in notifying local law enforcement, if you so choose, and provides information on pursuing criminal or other legal action.

**Seeking Medical Help**

If you are the victim of any sexual assault/violence, you are encouraged to seek health care services. You will benefit from being examined for physical injury and/or disease. You may also need to discuss the risk of pregnancy. If you require medical care after an assault has occurred, the Director of Administration will arrange to transport you to a health care facility. Caution: If you are considering criminal action, seek medical care as soon as possible. Do not bathe, shower, douche, or change your clothes before you go. If you do, you may inadvertently remove important evidence. The kind of evidence that supports a legal case against an assailant should be collected within 72 hours of an assault. A registered nurse can conduct a special examination to collect evidence at the same time as you receive medical care.

**Filing a Complaint Under Policy 6.4**

If you have experienced sexual assault/violence, you have a variety of avenues to bring it forward outside of the criminal complaint process, including making an informal report or filing a formal complaint under Policy 6.4. An informal report is an account or description of a specific incident and can be made without filing a formal complaint. Formal investigations generally will take place only as a result of your decision to file a formal complaint about what happened to you.
You may file a formal written complaint with the Judicial Administrator, in the case of a complaint against a student, or the Office of Workplace Policy and Labor Relations (WPLR), in the case of a complaint against a faculty or staff member or non-Cornell community member. Under Policy 6.4, the JA and/or WPLR have exclusive responsibility for accepting, processing, and investigating prohibited discrimination and sexual harassment complaints, including sexual assault/violence, and will undertake to resolve these complaints impartially, promptly, and confidentially. The purpose of the investigation is to gather evidence to determine whether the accused engaged in prohibited conduct by a preponderance of the evidence (i.e., it is more likely than not that the conduct has occurred.)

Pending resolution of the matter, the university may put in place interim measures to protect the safety and well-being of members of the university community. These measures may include no-contact orders, change of housing or place of employment or schedule, change of class schedule or location, change of supervision, temporary suspension, or otherwise.

During a formal investigation, the Investigator must keep both parties informed on the investigation’s status, as appropriate. Adversarial hearings, (including confrontation, cross-examination by the parties, and active advocacy by attorneys) are not permitted during the investigation process. Throughout the investigative process, the complainant and accused may seek the advice of personal attorneys and advisors (including Discrimination and Harassment Advisor, Victim’s Advocate, and Judicial Code Counselor). Such representatives may attend their clients’ or advisees’ investigative interview, but may not respond to questions for their clients or advisees, and may not pose questions.

Upon conclusion of the investigation, the Investigator must produce a written investigation report. A summary of that report will be forwarded in confidence to a Reviewer, who will review the evidence, determination, and/or recommended sanctions or remedial measures contained in the investigative report. Disciplinary sanctions for prohibited discrimination and protected status harassment, including sexual violence/assault, may include an oral or a written warning, a written reprimand, a requirement to attend training, work restrictions, salary reduction or limitation, suspension, dismissal/termination, community work, fine, probation, educational classes, counseling, papers, directed study, letters of apology, restitution, orders to perform or stop certain actions, or other educational sanctions. The Reviewer shall issue a final determination in writing, simultaneously, to all complainants and respondents. Both parties have the right to appeal the final determination.

**Resources for Victims**
The university assists victims of sexual assault. In addition to health care and the complaint process, the university will provide counseling and other support services on campus for students, faculty, staff, and visitors who are victims of sexual assault. If you have experienced sexual assault/violence, you can seek assistance from the Victim Advocate or the variety of 2013 Annual Security Report 11 ILR NYC Conference Center – 16 East 34th Street
counseling and support programs the university offers for students, faculty, and staff. You may also seek assistance from community resources such as the local Advocacy Center. The university can also provide assistance with changing academic and living situations, even if you choose not to file a formal complaint, if you so request and such changes are reasonably available.

**Sexual Offender Notice**
The state of New York requires sex offenders to register with the police in the jurisdiction in which they reside. The state makes this information available at [www.criminaljustice.ny.gov/nsor/](http://www.criminaljustice.ny.gov/nsor/).

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

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

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

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

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

If the bias activity constitutes a bias crime, as defined by federal, state, and local laws, the report will be shared with Cornell Police.

Information about the university’s Reporting Bias system is available at the Department of Inclusion and Workforce Diversity. The office is open from 8 a.m.—4:30 p.m., Monday through Friday at 160 Day Hall. Call 607.255.0041. TDD/TTY 255.7066, or go online at http://www.hr.cornell.edu/diversity/reporting/bias_response.html.

When Things Go Wrong

The Judicial Administrator: Enforcing the Campus Code
Location: 120 Day Hall
Phone: 255.4680

If you believe that someone has violated Cornell’s Campus Code of Conduct, you can contact the Cornell Police who will investigate the situation and make appropriate referrals to the Office of the Judicial Administrator, or JA. You may also make an appointment to meet with the JA.

The JA operates independently of university administration in overseeing Cornell’s internal judicial process. The office investigates and adjudicates alleged violations of the Campus Code of Conduct.

Everyone in the Cornell community—faculty and staff members as well as students—is governed by the code and is under the jurisdiction of the JA (except in workplace cases, which are handled by the appropriate employment authority). The code applies on any part of the Cornell campus, on any other property or facility used by Cornell for educational purposes, and on the property of any university-related residential organization in the Ithaca or Geneva, New York areas. For serious behavior, the code applies at any location, on or off campus. The code prohibits misconduct, including assault behavior, sexual misconduct (such as sexual assault or sexual harassment), violation of computer-use policies, possession of forged ID cards, and underage possession of alcohol. Note that cases of sexual misconduct, such as sexual assault or sexual harassment, are handled under Policy 6.4 and are not adjudicated under the code. (See the section “Sexual Assault” on page 15 of this report.)

Complainants can decide to pursue a case or not, to pursue remedies in civil or criminal courts off campus, to attend any relevant proceeding, to bring a friend or counselor unconnected to the case to any meeting, to request an order of protection in cases involving menacing behavior, and to learn the outcome of cases in which they have filed a complaint.

Accused persons have the right to bring a friend or counselor who is unconnected to the case to any meetings, to receive the free assistance of the judicial codes counselor, to question witnesses, confront accusers, present witnesses, submit evidence, and to remain silent.
The JA attempts to resolve cases informally, but any case may go to a board for resolution. Sanctions may include a combination of oral warning, written reprimand, community work, fine, probation, educational classes, counseling, papers, directed study, letters of apology, restitution, orders to perform or to stop certain actions, suspension, dismissal, or other educational sanctions. Both sides have the right to appeal rulings and decisions of the JA first to the University Hearing Board and then to the University Review Board; students, faculty, and staff members compose both boards.

In cases involving harassment, assault, or abuse, either party may request a transfer to a different residence hall if both parties live in the same hall, and no contact orders may be imposed against the accused.

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

**Sanctions and Remedies Under the Campus Code of Conduct**

These are the penalties meted out to those who violate the Campus Code of Conduct:

**Faculty Members and Other Employees**

a. Oral warning  
b. Written reprimand  
c. Other educational tools (such as counseling or reflection papers)  
d. Community service of not more than 80 hours or in-kind monetary fine  
e. Restitution  
f. Cease and desist orders (including orders of protection)  
g. Suspension from university duties for a stated period not to exceed one month, with loss of salary but not with loss of other rights and privileges  
h. Dismissal from the employ of the university and termination of any contract or tenure

**Students**

a. Oral warning  
b. Written reprimand  
c. Community service of not more than 80 hours or in-kind monetary fine  
d. Other educational tools (such as counseling or reflection papers)  
e. Restitution and cease and desist orders (including orders of protection)  
f. Probation for a stated period  
g. Suspension from the university  
h. Dismissal from the university

**Grievance Procedures**

The university has formal grievance procedures that apply to disputes, charges, and complaints between and among academic and nonacademic employees and undergraduate and graduate students. The nature of the issue and the parties involved determine which procedures and university offices are used. Here are suggested initial sources of information on grievances:
• Academic Employee Grievances:
  www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/humanresources/grievance.cfm
• Nonacademic Employee Grievances: http://ombudsman.cornell.edu or
  www.hr.cornell.edu/policies/nonacademic/grievance.html
• Prohibited Discrimination, Protected Status (including Sexual) Harassment, and Bias Activity:
  www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/humanresources/prohibited.cfm
• Grade or Course Grievances: http://ombudsman.cornell.edu.
• Graduate Student Grievances: www.gradschool.cornell.edu/?p=125.

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

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

Code of Academic Integrity www.theuniversityfaculty.cornell.edu/policies/pol_main.html

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

In addition, the Cornell Campus Code of Conduct sets forth disciplinary procedures and sanctions for violations of the policy on Alcohol and Other Drugs. The code is available at www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/governance/campuscode.cfm. To reduce concerns about judicial consequences in alcohol-related medical emergencies, the university has established a Medical Amnesty Protocol, which is available at www.gannett.cornell.edu/topics/drugs/alcohol/map.cfm.

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

Access to Student Records

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

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

**Health and Safety Policy**
www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/facilities/health.cfm

**Keys and Other Access Control Devices**
www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/riskandsafety/accesscontrol.cfm

**Prohibited Discrimination, Protected Status (Including Sexual) Harassment, and Bias Activity**
www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/humanresources/prohibited.cfm

**Responsible Use of Electronic Communication**
www.dfa.cornell.edu/dfa/cms/treasurer/policyoffice/policies/volumes/informationtech/communications.cfm

**Romantic and Sexual Relationships Between Students and Staff Members**
www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/governance/ethical.cfm

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

**Voluntary Leaves of Absence for Students**
www.dfa.cornell.edu/treasurer/policyoffice/policies/volumes/student/studentleave.cfm

## Clery Crime Statistics for 16 East 34 Street
ILR NYC Conference Center

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Hate Crimes
2014 There were no reportable hate crimes.
2013 There were no reportable hate crimes.
2012 There were no reportable hate crimes.