FY25 REPORTING BIAS SYSTEM ANNUAL REPORT

Summary of Activity July 1, 2024 – June 30, 2025

Executive Summary

Commitment to Inclusion

A diverse community includes everyone and is the foundation for the meaningful exploration and exchange of ideas. Since its founding, Cornell University has encouraged a culture that provides for the full participation of all members of our campus community—this keeps us at the leading edge in education and in our fields and practices. Cornell University is a place where intercultural skills are developed and enacted among diverse campus constituencies, with community partners, and within the classroom and workplace.

The University remains committed to implementing strategies and systems to appropriately address bias on campus. Under Cornell's specific definition, a bias incident is action 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 a protected class, as defined in Policy 6.4 (Prohibited Bias, Discrimination, Harassment, and Sexual Related Misconduct). Bias activity within the purview of this system does not rise to the level of discrimination or harassment as those terms are defined in Policy 6.4.

Reporting Bias, Discrimination & Harassment

What is Tracked and Why?

Cornell University collects and tracks all reported bias activity occurring in our education programs and activities that could potentially impact our commitment to diversity and inclusion – including all reports made by faculty, staff, students, and visitors to the Ithaca, Geneva, and Cornell Tech campuses, which are reported to the Cornell Office of Civil Rights (COCR).[1]

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires universities to annually disclose crime statistics, including bias-related hate crimes. This information can be found in the Annual Security Report: https://www.cupolice.cornell.edu/campus-watch/annual-security-report/.

The Cornell Office of Civil Rights compiles data on reports of sexual misconduct, including sexual assault, sexual harassment, dating violence, domestic violence, and stalking, as well as prohibited discrimination and protected-status harassment. The Office publishes an annual statistical summary of sexual misconduct reports, which is anonymized consistent with applicable privacy provisions. This summary and other information is available on the COCR website and is not included in this report.

Reporting an Incident

Reporting bias and the resulting efforts to understand and prevent bias activity are a matter of taking part in a caring community. Anyone who directly witnesses or experiences bias activity on the Cornell campus or in an area that impacts the Cornell community should intervene in the moment as appropriate (e.g., contact Cornell Police at 911 if a crime is in progress, or interrupt the behavior in as much as the observer feels skilled and safe), and be sure to also report the incident as soon as possible.

To report an incident, individuals can use one of the following methods:

- By submitting an incident report online at https://cornell.guardianconduct.com/incident-reporting
- By contacting the Cornell Office of Civil Rights at civilrights@cornell.edu

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[1] Prior to June 12, 2025, reported incidents involving only students were routed to the Bias Assessment Review Team (BART) – the coordinating hub of a network of campus liaisons from across the university. BART referred reports to the appropriate university unit – such as the Cornell University Police Department, COCR, the Office of Student Conduct and Community Standards (OSCCS), or a campus partner who may be more appropriate to address the matter. Cases that included components of bias but may have also violated the Student Code of Conduct or were incidents of sexual misconduct were referred to the appropriate office to address. All other reported incidents were routed to COCR for response.

- By contacting the Cornell University Police Department (CUPD) at (607) 255-1111 or 911 for emergency assistance.

For all reports containing contact information, a member of the COCR team will contact the reporter to confirm receipt and offer the opportunity to discuss the incident further and/or provide additional support or referral to resources. For bias reports in which the reporter chooses to remain anonymous, COCR will still assess the report and recommend any measures that may be necessary to remedy the incident and prevent future bias incidents. The potential respondent may be contacted depending on the nature and extent of information provided in the report.

FY25 Snapshot[2]

Classifications and Definitions

All reports made via the Reporting Bias System are initially assessed to determine whether the alleged conduct, as reported, constitutes a potential Policy 6.4 violation or potential violation of another University policy.[3] If reported conduct does not rise to the level of a Policy 6.4 violation, but constitutes conduct that is related to a protected status, it is then classified into the primary category of Bias Motivated Speech, Bias Motivated Expression, or Bias Motivated Conduct.[4] A fourth category, non-bias incidents, refers to reports of speech, expression, and/or conduct that are not based upon a protected status along with reports that are unrelated to bias, discrimination, or harassment. Reports of alleged violations of Policy 6.4 (Prohibited Bias, Discrimination, Harassment, and Sexual Related Misconduct) are assessed by COCR, and as warranted, investigated under the applicable procedures or forwarded to another appropriate office, such as Human Resources, for resolution. These incidents are not included in this report.

In FY22 the university made procedural changes in the classification of bias incidents – specifically updating the sub-categories within each primary category.[5] As a result of that update, the following definitions of types of bias were adopted:

Bias Motivated Speech is defined as verbal/orally communicated ideas that can be reasonably understood as biased (words said in person, in conversation, in digital form, printed) and includes the following behaviors:
- Verbal attacks
- Language or speech that perpetuates a stereotype
- Use of slur/epithet (in one of the above forms)
- Microaggression (also can be used to capture micro-assaults, microinsults, and microinvalidations)
- Other

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[2] FY25 refers to the period of time from July 1, 2024 through June 30, 2025.
[3] Incidents that are potentially violations of other University policies are referred to the appropriate office. For instance, reports concerning research misconduct are referred to the Office of Research Integrity.
[4] Some reports are classified as two or more types of bias, e.g., Bias Motivated Speech and Bias Motivated Conduct.
[5] These changes included adding "microaggression (which includes micro-assaults, microinsults, and microinvalidations)" as a sub-category of bias motivated speech, bias motivated expression, and bias motivated conduct; adding sub-categories of "physical assault" and "physical attack" to bias motivated conduct, while removing sub-categories "use of derogatory symbol or image," damage/destruction of property," and "perpetuates stereotype" as forms of bias motivated conduct (these were, however, maintained as subcategories of bias motivated expression and bias motivated speech); removing the sub-category "unfair treatment" from bias motivated speech and bias motivated expression; and combining the sub-categories "use of derogatory symbol or Image," "damage/destruction of property," and "graffiti" into the sub-category "vandalism" within bias motivated expression.

Bias Motivated Expression is defined as the use of signs, symbols, or artifacts that communicate bias. This may include, but is not limited to, drawings, graffiti, use of costumes, cultural or ethnic-based visual expressions, and includes the following behaviors:
- Use of slur/epithet (in one of the above forms)
- An expression that perpetuates a stereotype
- Vandalism (destruction of property or graffiti)
- Microaggression (also can be used to capture micro-assaults, microinsults, and microinvalidations)
- Other

Bias Motivated Conduct is defined as physical acts or behaviors with components of bias speech or expression (violent behavior, aggressive or persistent interactions) and includes the following behaviors:
- Intimidation
- Verbal attack
- Physical attack
- Microaggression (also can be used to capture micro-assaults, microinsults, and microinvalidations)
- Other

Non-Bias Incident refers to reports of speech, expression, and/or conduct that were not based upon an identity or personal characteristic included in the definition of bias activity along with reports wholly unrelated to bias, discrimination, and/or harassment.

Data

During FY25, a total of 322 reports were submitted via the Reporting Bias System pertaining to incidents that took place between July 1, 2024 and June 30, 2025. Eight additional reports were filed pertaining to incidents that occurred prior to July 1, 2024. While all eight reports were addressed by the appropriate review team in FY25, they have been excluded from the primary *numerical* analysis in this report, and are detailed separately in an appendix to this report.

Of the 322 reports made pertaining to FY25, 132 reports, referencing 129 unique incidents occurring in FY25, were determined to be **non-bias incidents**. In instances in which the reported incident is determined to be non-bias, the University still conducts outreach to the impacted party to assure all relevant information is captured in making the determination that an incident is non-bias, provides resources to the impacted individuals, and, when appropriate, refers the reporter to another office that can address their concerns, such as Cornell University Police, OSCCS, or Student Disability Services.

Of the 322 reports made, 190 reports were determined to reference 131 unique bias incidents. Multiple reports may be received regarding a single event, which is why the total number of reports is greater than the number of unique bias incidents. While this represents a 39%

decrease in unique bias incidents from FY24, a review of the number of unique bias incidents reported over the past 6 fiscal years indicates that FY24 may represent an outlier due to global and national events. When comparing the number of unique bias incidents in FY25 to the average number of unique bias incidents from FY20 to FY23, we see a 15.7% increase in the number of unique bias incidents being reported.

Of the 131 unique bias incidents, 67 involved only students. The remaining 64 unique bias incidents involved employees.

Table 1 shows the percentage increase/decrease in reports of bias incidents since FY20. **Chart 1** shows the number of bias incidents per fiscal year beginning in FY20.

Table 1: Percentage Increase/Decrease in Unique Bias Incidents Per Fiscal Year

	FY20	FY21	FY22	FY23	FY24	FY25
Number of unique bias incidents	109	112	104	128	215	131
Percentage increase or decrease from previous year		+2.7%	-7.1%	**+23.1%**	**+67.9%**	**-39.0%**

Chart 1: Number of Unique Bias Incidents by Fiscal Year

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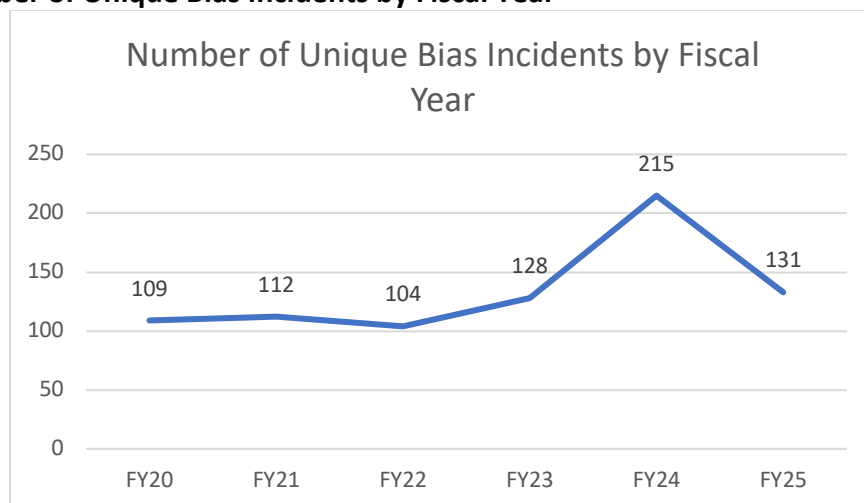
Classification of Unique Bias Incidents in FY25

Table 2 provides a breakdown of FY25 incidents by classification of bias. Incidents are further subdivided based upon whether the report involved only students or involved employees.

Table 2: FY25 Breakdown of Unique Incidents by Classification of Bias

Classification of Bias	Number of Incidents Involving Only Students	Number of Incidents Involving Employees	Total Number of Incidents Reported
Bias Motivated Speech Total	**51**	**38**	**89**
Microaggression	1	19	20
Verbal Attack	14	6	20
Language or Speech that Perpetuates a Stereotype	15	6	21
Use of Slur/Epithet	19	7	26
Other	2	0	2
Bias Motivated Expression Total	**0**	**17**	**17**
Vandalism (Destruction of Property or Graffiti)	0	8	8
Expression that Perpetuates Stereotype	0	3	3
Microaggression	0	5	5
Verbal Attack	0	0	0
Use of Slur/Epithet	0	1	1
Bias Motivated Conduct Total	**18**	**9**	**27**
Microaggression	0	6	6
Intimidation	0	3	3
Verbal Attack	3	0	3
Physical attack	2	0	2
Vandalism (Destruction of Property or Graffiti)	5	0	5
Use of Slur/Epithet	0	0	0
Perpetuates a Stereotype	0	0	0
Other	8	0	8

*One Incident may involve multiple classifications of bias.

Table 3 provides a breakdown of incidents by classification for each of the past five fiscal years.

Table 3: Breakdown of Unique Bias Incidents by Classification FY20 through FY25

Classification of Bias	FY20 Number of Incidents*	FY21 Number of Incidents*	FY22 Number of Incidents*	FY23 Number of Incidents*	FY24 Number of Incidents*	FY25 Number of Incidents*
Bias Motivated Speech	**76**	**82**	**75**	**92**	**132**	**89**
Microaggression	N/A	N/A	14	53	44	20
Verbal Attack	1	2	8	10	37	20
Language or Speech that Perpetuates Stereotype	31	48	43	18	28	21
Use of Slur/Epithet	27	21	6	19	23	26
Other Bias Motivated Speech	15	10	4	0	2	2
Bias Motivated Expression	**25**	**14**	**22**	**19**	**38**	**17**
Vandalism (Destruction of Property or Graffiti)	N/A	N/A	4	4	17	8
Expression that Perpetuates Stereotype	4	6	10	6	14	3
Microaggression	N/A	N/A	5	7	4	5
Use of Slur/Epithet	4	1	3	4	3	1
Graffiti	7	2	N/A	N/A	N/A	N/A
Damage/Destruction of Property	5	1	N/A	N/A	N/A	N/A
Vandalism	0	1	N/A	N/A	N/A	N/A
Use of Derogatory Symbol or Image	4	3	N/A	N/A	N/A	N/A
Other Bias Motivated Expression	1	0	0	0	0	0
Bias Motivated Conduct	**38**	**42**	**15**	**26**	**51**	**27**
Microaggression	N/A	N/A	7	17	23	6
Intimidation	0	2	0	0	10	3
Verbal Attack	3	5	1	7	7	3
Physical Attack	N/A	N/A	0	1	3	2
Physical Assault	N/A	N/A	2	1	1	0
Unfair Treatment	8	12	N/A	N/A	N/A	N/A
Vandalism (Destruction of Property or Graffiti)	0	5	N/A	N/A	N/A	5
Perpetuates Stereotype	6	5	N/A	N/A	N/A	0
Use of Slur/Epithet	2	3	N/A	N/A	N/A	0
Damage or Destruction of Property	1	3	N/A	N/A	N/A	N/A
Use of Derogatory Symbol or Image	0	3	N/A	N/A	N/A	N/A
Graffiti	3	0	N/A	N/A	N/A	N/A
Other Bias Motivated Conduct	15	4	5	0	7	8

* One Incident may involve multiple classifications of bias.

Basis of Bias

In FY25, as detailed below in Table 4, the most frequently reported basis of bias was race, mentioned in 47 incidents.[6] Ethnic and national origin was mentioned in 44 incidents, and sex/gender was mentioned in 21 incidents.

A comparison of FY24 to FY25 shows a significant decrease in the number of reported incidents of bias based on religion: from 65 reported unique incidents in FY24 to 4 reported unique incidents in FY 25, a decrease of almost 94%.

Table 4 provides a breakdown of FY25 reports by basis of bias, and **Table 5** compares incidents from FY25 with those from FY20, FY21, FY22, FY23, and FY24.

Table 4: FY25 Breakdown of All Unique Incidents by Basis of Bias

Basis of Bias	FY25 Number of Incidents Reported to BART	FY25 Number of Incidents Reported to COCR	FY25 Total Number of Incidents Reported
Ethnic and National Origin	23	21	44
Religion/Creed	2	2	4
Race/Color	25	22	47
Sex/Gender	10	11	21
Actual or Perceived Disability	3	8	11
Gender Identity or Expression	3	8	11
Sexual Orientation	8	2	10
Age	0	0	0
Socioeconomic Status	1	0	1
Immigration or Citizenship Status	1	1	2
Weight	0	0	0
Military or Veteran Status	1	0	1
Workplace Climate	0	0	0
Familial Status	0	0	0
Pregnancy or Pregnancy Related Conditions	0	0	0

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[6] Each unique incident may include one or more protected statuses reported as the basis of bias.

Table 5: Breakdown of Bias Incidents by Basis of Bias FY20 – FY25

Basis of Bias	FY20 Number of Incidents*	FY21 Number of Incidents*	FY22 Number of Incidents*	FY23 Number of Incidents*	FY24 Number of Incidents*	FY25 Number of Incidents*
Ethnic and National Origin	N/A	N/A	N/A	30**	67	44
Ethnicity	54	26	18**	N/A	N/A**	N/A**
National Origin	5	1	12**	N/A	N/A**	N/A**
Religion/Creed	13	14	13	17	65	4
Race/Color	63	71	49	40	62	47
Sex/Gender	12	15	17	30	28	21
Actual or Perceived Disability	4	5	3	16	18	11
Gender Identity or Expression	4	6	9	2	13	11
Sexual Orientation	11	3	6	18	11	10
Age	0	0	1	1	4	0
Socioeconomic Status	2	2	2	2	2	1
Immigration or Citizenship Status	1	0	1	11	1	0
Weight	0	1	1	3	0	0
Military or Veteran Status	0	1	0	2	0	1
Marital Status/Family Status	0	0	1	2	0	0
Pregnancy or Pregnancy Relation Conditions	0	0	0	1	0	0
Other/Unknown	1	3	7	0	0	0

* Each unique incident may include one or more protected statuses reported as the basis of bias.

** In FY23, the categories of Ethnicity and National Origin were combined into one category, Ethnic and National Origin.

Table 6 shows the detailed breakdown of FY25 reports by both categories of bias and basis of bias.[7] Row and column totals in Table 6 are sometimes greater than the total for each classification of bias presented in Table 2 and the total for each basis of bias presented in Table 4. Because events are not mutually exclusive, one incident of bias may have more than one basis, and/or one incident of bias may be made up of more than one classification of bias. For example, one incident of Bias Motivated Speech/Perpetuates Stereotype may be based on both gender and race, or one incident of Bias Based on Race may include both the use of a stereotype and a slur.

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[7] Age is not included as a protected status in this chart, as we received no reports of age based bias is FY25.

Table 6: FY25 Detail of Reports by Categories of Bias and Basis of Bias

	Race/ Color	Ethnic and National Origin	Sex/ Gender	Sexual Orientation	Religion	Actual or Perceived Disability	Immigration or Citizenship Status	Gender Identity or Expression	Socio- Economic Status	Veteran Status	Subtotal
Bias Motivated Speech											
Microaggression	5	4	3	0	1	7	1	3	0	0	24
Use of Slur/Epithet	16	1	1	5	2	1	0	1	0	0	27
Perpetuates Stereotype	7	11	5	2	1	0	0	1	0	0	28
Verbal Attack	2	8	5	3	0	1	0	4	1	0	24
Intimidation	0	0	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0	0	0	0	0	0
Other	1	1	1	0	0	0	0	0	0	0	3
Subtotal	31	25	15	10	4	9	1	10	1	0	
Bias Motivated Expression											
Microaggression	2	3	2	0	0	0	0	2	0	0	9
Perpetuates Stereotype	1	2	0	0	0	0	0	0	0	0	3
Use of Slur/Epithet	1	0	0	0	0	0	0	0	0	0	1
Vandalism	1	6	0	1	0	0	0	0	0	0	8
Verbal Attack	0	0	0	0	0	0	0	0	0	0	0
Subtotal	5	11	2	1	0	0	0	2	0	0	
Bias Motivated Conduct											
Microaggression	6	0	2	0	0	1	0	0	0	0	9
Verbal Attack	0	1	1	0	0	1	0	0	0	0	3
Physical Assault	0	0	0	0	0	0	0	0	0	0	0
Physical Attack	1	1	0	0	0	0	0	0	0	0	2
Intimidation	1	2	0	0	0	0	0	0	0	0	3
Vandalism	1	4	0	0	0	0	0	0	0	0	5
Use of Slur/Epithet	0	0	0	0	0	0	0	0	0	0	0
Perpetuates Stereotype	1	0	1	1	1	0	0	0	0	0	4
Other	3	2	1	0	0	0	1	0	0	1	8
Subtotal	13	10	5	1	1	2	1	0	0	1	

Location of Bias Incidents

Of the 131 unique bias incidents in FY25, 61 bias incidents (61% of all incidents) were reported to have taken place in academic/other Ithaca Based locations; 26 incidents took place in Cornell housing (including Greek life housing); 14 incidents took place via electronic communication; 9 incidents occurred outside of Cornell, either nationally (4) or internationally (5); 3 incidents took place via phone call/text; 4 incident took place at Cornell Tech; and 14 incidents are recorded as Other or Unknown, meaning the incident was reported as having occurred in multiple locations or with a non-specific location such as "bus stop," or was recorded as "unknown."

Table 7 provides a breakdown of incidents by location. Location of incidents are further subdivided based upon whether the report involved only students or whether it involved employees. **Table 8** compares the percentage of incidents per location over the past five fiscal years.

Table 7: Bias Incidents by Location

Incident Location	Number of Incidents Reported to BART	Number of Incidents Reported to COCR	Total Number of Incidents Reported
Academic/Other Building	22	39	61
Electronic Communication	7	7	14
Cornell Housing	20	6	26
Off Campus	5	4	9
Phone	3	0	3
Cornell Tech	2	2	4
Other	7	6	13
Unknown	1	0	1

Table 8: Overview of Bias Incidents by Location 6 Year Comparison

Location	FY20 Percentage of Incidents	FY21 Percentage of Incidents	FY22 Percentage of Incidents	FY23 Percentage of Incidents	FY24 Percentage of Incidents	FY25 Percentage of Incidents
Academic/Other Building	38%	14%*	31%	41%	54%	47%
Electronic Communication	23%	60%*	34%	17%	15%	11%
Cornell Housing	17%	15%	17%	23%	10%	20%
Campus Outdoor/Other	4%	<1%	4%	0%	8%	N/A
Off Campus	11%	8%	7%	7%	5%	7%
Phone/Text	<1%	<1%	2%	2%	2%	3%
Cornell Tech	0%	0%	0%	1%	1%	3%
Other/Unknown/Multiple Locations	6%	3%	5%	11%	5%	10%

*In FY21 the percentage of incidents taking place in academic and other on-campus buildings dropped, and the percentage of incidents occurring via electronic communications surged, in large part due to the impact of COVID 19 on in person communication.

Appendix: Bias Incidents Reported in FY25 which Occurred Prior to FY25

Eight reports made in FY25 referenced bias incidents that occurred prior to FY25: one incident occurred in FY02; one occurred in FY22; and the remaining six took place in FY24. While these eight reports were addressed in FY25, they have been excluded from the primary *numerical* analysis this report.

Four of the eight reports were classified as non-bias incidents. All four reports classified as bias incidents involved only students. Three of the four incidents occurring prior to FY25 involved bias motivated speech; and one involved both bias motivated speech and bias motivated conduct.

One of the four bias incidents occurring prior to FY25 was based on race; one was based on sexual orientation; one was based on ethnic or national origin; and one was based on sexual orientation, race, and gender.

For questions or additional information, contact us:

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