



Cornell University  
Campus Life

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## Bias Related Activity

**Open Doors, Open Hearts, Open Minds**  
Cornell's statement on diversity and inclusiveness.

**"I would found an institution where any person can find instruction in any study."**

This statement, made by Ezra Cornell in 1865, proclaims Cornell University's enduring commitment to inclusion and opportunity which is rooted in the shared democratic values envisioned by its founders. We honor this legacy of diversity and inclusion and welcome all individuals, including those from groups that have been historically marginalized and previously excluded from equal access to opportunity."

Cornell's mission is to foster personal discovery and growth, nurture scholarship and creativity across a broad range of common knowledge and affirm the value to individuals and society of the cultivation of the human mind and spirit. Our legacy is reflected in the diverse composition of our community, the breadth of our curriculum, the strength of our public service and the depth of our commitment to freedom, equity and reason. Each member of the Cornell community has a responsibility to honor this legacy and to support a more diverse and inclusive campus in which to work, study, teach, research and serve.

Free expression is essential to this mission, and provocative ideas presented are an expected result. An enlightened academic community, however, connects freedom with responsibility. Members of the Cornell community should encourage civil discourse, reasoned thought, sustained discussion and constructive engagement without degrading, abusing, harassing or silencing others. Members of the Cornell community are committed to act responsibly and forthrightly to maintain an environment that opens doors, opens hearts and opens minds.

### Bias Related Activity

Cornell acknowledges that occurrence(s) of bias and/or hate crimes in our community impedes our ability to achieve an environment that opens doors, opens hearts and opens minds. Therefore, the University has adopted the following as definitions for bias, bias crime, and hate crime.

**Bias** - A performed negative opinion or attitude toward a group of persons based on their race, religion, ethnicity/national origin, or sexual orientation (FBI Hate Crime Data Collection Guidelines).

**Gender Bias** - recognizing that gender is not part of the federal Hate Crimes Data Collection protected groups, Campus Life/Community Development believes it important to label gender bias as a performed negative opinion or attitude toward an individual or a group based on their actual or perceived gender or gender identity.

**Bias Related Incident** - an event which has the effect of demeaning or degrading an individual or a group and is motivated in whole or in part by the perpetrator's bias in any of the above mentioned forms.

**Bias Crime or Hate Crime** - a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias against a race, religion, ethnic/national origin group, or sexual orientation group. Note: Even if the offender was/is mistaken in his/her perception that the victim was a member of the group he or she was acting against, the offense is still a bias crime because

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