

**Threatening Communications and External Harassment
Resources for Faculty and Staff
2/24/2021
Notes for Faculty Senate**

On occasion, faculty and staff at Cornell may receive threatening communication or harassment from individuals beyond the university community. Examples of this can include LIST; LIST; LIST; and LIST. While many faculty and staff go through their whole career without experiencing such incidents, the rise of the Internet and social media appear to have expanded both the number and form of these encounters. These experiences can be professionally disruptive and personally difficult, raising feelings of fear, anxiety, and isolation. Cornell University is committed to protecting the academic freedom of faculty and staff and the personal safety of everyone in our university community.

If you receive such communications, we urge you to take the following steps:

- **If you or others around you believe yourselves to be in imminent physical danger, call 9-1-1 immediately.**
- **Contact your unit supervisor (Chair, Director, Dean, or Department Manager) to guide you through additional steps.** (This may include connecting with Cornell University Police, Cornell Communications, the Office of Faculty Development and Diversity, and other on-campus resources).
- **Log the incident through the university bias mechanism at: [URL].** (Your unit supervisor can help you with this process). This information will be used by the campus partners noted above to support and coordinate immediate responses to your situation, and in anonymized form to track repeat instances and wider patterns in the scale and distribution of these attacks. It will not otherwise be shared beyond the Department of Inclusion and Workforce Diversity which operates the bias reporting mechanism.
- See **additional information and access campus resources** at: URL.

Additional information:

- These attacks can be intense and disruptive, but they rarely escalate and are not usually sustained.
- Your email, social media accounts, and contact information (including phone number or home address) may be publicized. You can request that your contact information and web profile be temporarily removed or hidden from university webpages and directories.

- Responding to harassing messages tends to prolong and inflame incidents. Trolls are often looking for evidence that their activities are having an impact; in its absence, they tend to give up and go away.
- Try to preserve as evidence all messages, emails, postings or voicemails you receive. Consider allowing CUPD, tech services, your unit communications director, or another trusted individual to screen and sort your communications if you don't want to see them.
- In cases where such attacks receive public attention, you may be contacted by media outlets. You do not need to respond. Your unit's communications director can provide guidance on whether (and how) such requests should be responded to.
- Attacks may affect your students or classes. If you believe the incident will disrupt class experiences, speak with your Chair/Director/Dean about alternative instruction arrangements.
- While such attacks rarely escalate, it is normal to feel emotions ranging from fear, anxiety and anger to isolation and depression. Talk with your Chair/Director/Dean and colleagues around you about these feelings, along with professional resources ranging from the Office of Faculty Development and Diversity to the Faculty and Staff Assistance Program.