College-Level Grievance Procedures

The university sets minimum standards which are intended to provide appropriate means by which individuals holding academic appointments at Cornell who believe themselves to be aggrieved can obtain consideration and, possibly, redress of their grievance. These minimum standards, available on the University Policy website at https://www.dfa.cornell.edu/tools-library/policies/establishment-college-level-academic-employee-grievance-procedures, have been implemented to assist the colleges of the university in establishing their specific grievance procedures.

Each college is responsible for establishing grievance procedures that must be published and distributed to all individuals covered by them. Although specific procedures may vary from college to college due to the particular circumstances of each, they must be consistent in their recognition of the interests and responsibilities of the individual, the college, and the university.

A formal grievance procedure may be invoked to seek redress of decisions made and/or actions taken at the departmental, college, and/or university level that the academic employee may consider intolerable to the effective execution of his or her responsibilities. Grievable actions may apply to a number of separate or related components of those responsibilities including: reward; academic freedom; work assignment; working conditions; legally prohibited discrimination involving, but not limited to such factors as race, color, creed, religion, national or ethnic origin, sex, sexual orientation, age, or disability; and the existence of, adequacy of, and adherence to equitable grievance procedures.

Anyone contemplating the initiation of an academic grievance can receive information and counseling from the Office of the University Faculty, the office of the dean of the school or college, or the Office of the University Ombudsman.