

# COLUMBIA UNIVERSITY

IN THE CITY OF NEW YORK

OFFICE OF EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

## Code of Conduct and Safety Plan

Columbia University is committed to providing a learning, living, and working environment free from prohibited discrimination and harassment and to fostering a nurturing and vibrant community founded upon the fundamental dignity and worth of all of its members. Each individual has the right to work and learn in a professional atmosphere that promotes equal employment opportunities and prohibits discrimination and harassment.

All employees, applicants for employment, interns (paid or unpaid), students, contractors and people conducting business with the University are protected from prohibited conduct. [EOAA Policies & Procedures](#) also governs the conduct of third parties that occurs on any University campus, in connection with University-sponsored programs or activities (including business travel), and/or University-sponsored programs or activities occurring in an online format (e.g., Zoom).

We are required to provide all event participants with information on the University's policy on sexual and other forms of harassment or sexual assault as well as directions on how to report any violations of this policy. For purposes of this requirement, "other forms of harassment" is defined as "non-gender or non-sex-based harassment of individuals protected under federal civil rights laws, as set forth in organizational policies or codes of conduct, statutes, regulations or executive orders."

In May of 2020, the U.S. Department of Education issued new regulations for colleges and universities that address sexual assault and other gender-based misconduct. These regulations cover certain specific forms of gender-based misconduct. The University does not tolerate unlawful discrimination, harassment, sexual assault, domestic violence, dating violence, stalking, or sexual exploitation and all such conduct is forbidden by Columbia University Policy. Some specific examples of behaviors that will not be tolerated during University-sponsored programs or activities include, but are not limited to:

- engaging in biased, demeaning, intimidating, coercive, harassing, or hostile conduct or commentary, on the basis of age, alienage or citizenship status; arrest or conviction record; caregiver status; color; credit history; creed; disability; familial status; gender (sex); gender identity; genetic predisposition or carrier status; lactation accommodation; marital status; national origin; pregnancy; race; religion; salary history; sexual or reproductive health decisions; sexual orientation; status as a victim of domestic violence, stalking, or sex offenses; unemployment status; veteran or active military status; or any other protected characteristic as established by law
- retaliation against reporting of conduct concerns or assisting in conflict resolutions
- engaging in any of the above behaviors in an online platform (e.g., Zoom)

To comply with these regulations, the University has revised its existing policy for those types of misconduct (for the "Interim Title IX Policy" see [EOAA Policies & Procedures](#) p. 34). In addition, the

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University maintains the “Gender-Based Misconduct Policy” for other types of gender-based misconduct that are not covered by the new regulations. Both policies are important in creating and supporting a University community that rejects all forms of gender-based misconduct.

The University strongly encourages those who have experienced, witnessed, or become aware of conduct that violates EOAA Policies & Procedures to come forward promptly so that the University can take appropriate steps to prevent such conduct from occurring in the future and to ameliorate its effects. EOAA has a variety of resources available that support individuals affected by harassment. The University will respond to any reports related to this conference in accordance with the applicable EOAA Policies and Procedures. The University will protect the privacy of those who come forward to the extent possible and permissible by law. If you believe that you have been subjected to, witnessed, or have otherwise learned of conduct prohibited by EOAA’s Policies & Procedures, you can notify the University in any of the following ways:

→ Via [online report](#)

→ By email at [eoaa@columbia.edu](mailto:eoaa@columbia.edu)

→ By phone at (212) 854-5511

→ By mail at 103 Low Library, MC 4333, 535 West 116th Street, New York, NY 10027; or

→ By hand delivery to [103 Low Library](#).

→ Title IX Coordinator

- Email: [titleix@columbia.edu](mailto:titleix@columbia.edu)
- Phone: 212-843-1276
- Mailing Address: Kent Hall, 201(A), 1150 Amsterdam Ave., New York, NY 10027

While on any University campus should you need immediate assistance, please contact:

[Public Safety](#): 212-854-2797 (Morningside Main line), 212-854-5555 (Morningside Emergency line) | 212-853-3301 (Manhattanville Main line), 212-853-3333 (Manhattanville Emergency line) | 212-305-8100 (CUIMC Main line), 212-305-7979 (CUIMC Emergency line) | 845-359-2900 (LDEO Safety / Security Office)

New York City Police / Fire Department or Ambulance service: Dial 911

Rape Crisis / Antiviolence Support Center: 212-854-HELP

### Additional Resources:

Columbia University is committed to providing an accessible and welcoming environment for faculty, staff, students, guests, visitors and members of the public, and it encourages individuals with disabilities to participate in its programs and activities. Individuals with disabilities who anticipate needing

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accommodations or who have questions about physical access may contact the [Office of Disability Services](#).

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### Important Information for Conferences Funded by the National Institutes of Health (NIH)

Anyone with harassment-related questions, concerns, or complaints are encouraged to contact Columbia (the conference organizer) using the resources above, and/or the HHS Office for Civil Rights (OCR). To file a civil rights complaint with HHS OCR, please consult their [webpage on this topic](#). Please note: filing a complaint with Columbia is not required before filing a complaint with HHS OCR, nor does it prohibit filing a complaint with HHS OCR.

For more information on how individuals can notify NIH about harassment concerns, including sexual harassment, discrimination, and other forms of inappropriate conduct at NIH-supported conferences, please see the agency's [webpage on this topic](#).

Referenced links if distributed in hard copy:

EOAA Policies & Procedures (including the Interim Title IX policy):

<https://eoaa.columbia.edu/sites/default/files/content/docs/EOAA-Policies-and-Procedures-081420-Final.pdf>

Low Library (Morningside Campus) Map:

[https://cufo.columbia.edu/sites/default/files/content/morningsidemap\\_2015aug-7.pdf](https://cufo.columbia.edu/sites/default/files/content/morningsidemap_2015aug-7.pdf)

Office of Disability Services (Columbia Health): <https://health.columbia.edu/services/ods>

Visitors Center (Accessibility Maps):: <https://visit.columbia.edu/content/maps-and-directions-update>  
[include link to the sponsoring organization policy]

\*\*other text may be added as long as the code of conduct text is not modified.