



Cornell University

Dear Members of the Cornell University Community:

A commitment to the highest ethical standards is the foundation of a great university. Underlying everything we do—teaching, research, creative activity, public engagement, and day-to-day operations—this foundation is only as strong as our shared understanding of what constitutes ethical conduct.

To ensure that everyone acting on the university's behalf, from trustees and fellows to student employees, understands and adheres to ethical standards, Cornell University has outlined these standards in a formal Standards of Ethical Conduct policy, available at

[https://www.dfa.cornell.edu/sites/default/files/policy/vol4\\_6.pdf](https://www.dfa.cornell.edu/sites/default/files/policy/vol4_6.pdf).

This policy and other university policies and applicable laws require that all members of our community are aware of their responsibilities to report misconduct.

When concerns arise about research activities, academic integrity, conflicts of interest, financial irregularities, environmental health and safety, athletics, regulatory compliance, and other matters of ethics and integrity, you have an obligation to report the concern. The first approach should be to discuss the matter within your unit (with a colleague or your supervisor), or with the appropriate dean, vice provost, or vice president. However, if there are concerns about reporting within your unit, Cornell's ethical conduct and compliance hotline is always available for reporting your concerns, by telephone and online.

Members of the Cornell community as well as others can use this confidential hotline system to report concerns involving the Ithaca campus, the Weill Cornell Medicine campuses in New York City and Qatar, Cornell Agri-Tech in Geneva, Cornell Tech in New York City, and other Cornell offices and programs in any location world-wide. Both the telephone line (1-866-293-3077) and the website [www.hotline.cornell.edu](http://www.hotline.cornell.edu) are administered by EthicsPoint, a company independent of Cornell, and include the option for reporting concerns anonymously. To report nonemergency criminal activity on or near the Ithaca campus, the website includes a direct link to the Cornell University Police Silent Witness Program.

I am pleased that Cornell has in place a system that faculty, staff, students, and others can use with full confidence that their concerns will be promptly heard and addressed while their anonymity can be preserved, if desired. In addition, retaliation against persons who have made good faith reports of ethical or other standards violations is absolutely prohibited under Cornell policy and many applicable laws.

The integrity of the university depends on our collective efforts to maintain the highest standards of ethical conduct. Thank you all for your dedication and hard work and for strengthening Cornell's reputation for integrity and excellence.

Sincerely,

Joanne M. DeStefano  
Executive Vice President and Chief Financial Officer