



Student Handbook

Master of Public Health Program

Cornell Public Health

2024-2025



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Overview

This Cornell MPH Handbook contains all official policies and procedures that guide Cornell MPH students' course of study and progression through the MPH Program. It is important for all students to review these policies at the start of every semester, and to refer back to them if and when there are any questions.

Cornell Policies

First and foremost, you are a Cornell Student. As such, most* **Cornell Policies** apply to you. Please bookmark the [Cornell University website](#), including the [Student Essentials page](#). Become familiar with Cornell resources, support offices, and policies including:

- [Policies and Procedures of Cornell Registrar's Office](#)
- [Cornell Academic Integrity Policies](#)
- [The Cornell Student Code of Conduct](#)
- [Diversity and Inclusion Practices](#), including a [Commitment Against Bias](#)

*Policies denoted just for undergraduate, research, or PhD students don't apply to you.

Cornell Graduate School Policies

As an MPH student, you are a Cornell Graduate Student. As such, most** **Cornell Graduate School Policies** apply to you. Please bookmark the [Cornell Graduate School website](#) and become very familiar with the resources, including those listed on the policy page, including:

[Academic Integrity](#)
[Bias Incidents](#)
[Consensual Relationships](#)
[Disability Policies](#)
[Diversity and Inclusion](#)
[Equal Opportunity & Affirmative Action](#)
[Grievances and Complaints](#)
[Health Insurance](#)
[Health Leave](#)
[International Travel Registry](#)
[Leaves of Absence](#)
[Loans](#)
[Maternity and Paternity Options \(Parental Accommodation\)](#)
[Personal Leave of Absence](#)
[Responsible Conduct of Research](#)
[Sexual Misconduct, Including Harassment](#)
[Student Code of Conduct](#)
[Student-Parent Dependent Care Grant](#)
[Writing Support](#)

**Policies denoted just for PhD students don't apply to you.

The Graduate School suggests that you download the [Graduate School Code of Legislation](#).

Cornell MPH Program Policies

In addition to Cornell and Graduate School policies, there are MPH Program specific policies that apply to you. Please become familiar with the following policies (described later in this handbook), and please ask questions if something is not clear.

Community Policies that apply to all Cornell MPH Students:

- Commitment to Diversity
- Zero Tolerance of Harassment and Discrimination
- Anti-Racism & Anti-Discrimination Policy
- Prohibited Bias, Discrimination, Harassment, and Sexual Misconduct
- Title IX Discrimination Policy
- Consensual Relationships
- Grievance Policy
- Leave of Absence

Classroom Policies that apply to all Cornell MPH Students:

- Attendance
- Student Accommodation
- Grading Policies
- Grade Changes
- Incompletes
- Academic Integrity
- Academic Integrity Violations + Penalties

Program Progression and Graduation Policies that apply to all Cornell MPH Students:

- Degree Program
- Degree Program Pathways
- Degree Completion Requirements
- Adding Classes
- Non-MPH/VTPEH Courses
- Dropping Classes
- Minimum Credit Load
- Maximum Credit Load
- Transcripts
- Good Academic Standing
- Academic Probation
- Repeated Courses
- Program Dismissal

Primary Points of Contact

If and when you have questions, these are your best primary points of contact. They will put you in touch with the right resource.

Student Services: Registration, student accounts, course of study, academic advising, career services, special circumstances	Ben Parker, <i>Manager of Student Services</i>	bp432@cornell.edu
Applied Practice: Internships, hackathons, eportfolios, professional toolkit	Audrey Baker, <i>Manager of Applied Practice</i>	azb4@cornell.edu
Curriculum	Gen Meredith, <i>Associate Director</i>	grm79@cornell.edu
Food Systems & Health	Katie Fiorella, <i>Section Chief</i>	kfiorella@cornell.edu
Infectious Disease Epidemiology	Laura Goodman, <i>Section Chief</i>	llb27@cornell.edu
Environment, Climate & Health	Amie Patchen, <i>Section Chief</i>	akp59@cornell.edu
Emergency Preparedness & Management	Lorraine Francis, <i>Section Chief</i>	lf423@cornell.edu
Writing Support	Kim Scholl, <i>Writing Support Specialist</i>	ks2368@cornell.edu
Canvas & Learning Technology	Nicky Beaudoin, <i>Instructional Designer</i>	nb592@cornell.edu
Student Health & Wellbeing	Cornell Health	607-255-5155
	Ben Parker, <i>Manager of Student Services</i>	bp432@cornell.edu
	Kate Buckley, <i>CVM Well-Being Program Director</i>	kab63@cornell.edu
Bias Reporting Bias Reporting Form	Office of Institutional Equity and Title IX	equity@cornell.edu
Other	Alex Travis, <i>Director</i>	ajt32@cornell.edu

Attendance

Cornell MPH students are expected to be present in class when classes are scheduled. Absences from a class must be pre-arranged with course faculty. Repeat absences will affect course grades and may affect Program progression.

The Cornell MPH Program follows the [official Cornell Calendar](#). The calendar, below, is accurate as of publication of this handbook. Please check for updates at the [Cornell Registrar's website](#).

Fall 2024

Event	Day	Date
Orientation	Wed – Fri	Aug 21-23
Classes Start	Mon	Aug 26
Labor Day (no classes)	Mon	Sept 2
Fall Break (no classes)	Sat – Tues	Oct 12 – 15
Classes Re-start	Wed	Oct 16
Thanksgiving Break	Wed – Sun	Nov 27 – Dec 1
Classes Re-start	Mon	Dec 2
Classes End	Mon	Dec 9
Study Period	Tues – Thurs	Dec 10 – 12
Exam Period	Fri – Sat	Dec 13 – 21

Winter 2025

Event	Day	Date
Classes Start	Thurs	Jan 2
Classes End	Fri	Jan 17

Spring 2025

Event	Day	Date
Classes Start	Tues	Jan 21
February Break (no classes)	Sat – Tues	Feb 15 – 18
Classes Re-start	Wed	Feb 19
Spring Break (no classes)	Sat – Sun	Mar 29 – Apr 6
Classes Re-start	Mon	Apr 7
Classes End	Tues	May 6
Study Period	Wed	May 7 – 9
Exam Period	Fri – Sat	May 10 – 17
Commencement Weekend	Fri – Sat	May 23 – May 25

Degree Program

The Cornell Public Health Program confers just one degree (Master of Public Health, or MPH). All MPH students complete a shared [core curriculum](#) while also specializing in one of these four [concentration areas](#):

- [Emergency Preparedness & Management](#)

- [Environment, Climate & Health](#)
- [Food Systems & Health](#)
- [Infectious Disease Epidemiology](#)

The MPH Program [course of study](#) lays out your courses and the sequence in which they are taken:

All Standard MPH students take	All Accelerated MPH students take
<ul style="list-style-type: none"> • 18 credits of foundational courses • 12 credits of practice courses • 4 credits of professional development courses • 18 credits of concentration-specific courses (including electives) 	<ul style="list-style-type: none"> • 16 credits of foundational courses • 12 credits of practice courses • 4 credits of professional development courses • 12 credits of concentration-specific courses (including electives)

The [2024-2025 plan of study](#) is published here.

Degree Program Pathways

Students are admitted to one of three [MPH pathways](#), based on application materials and previous experience:

- **Standard 2-year Pathway:** 52 credits completed in four academic semesters over a two-year period: Fall, Spring, Fall, Spring
- **Accelerated Pathway:** 44 credits completed in four academic semesters over a one-year period: Summer, Fall, Winter, Spring. Eligibility is limited to those with advanced health-related degrees (MD, DVM, DDS, etc.) or substantial applied public health experience.
- **Part-time Pathway:** Staff working at Cornell or at other local employers may complete the Standard or Accelerated Pathway on a part-time basis, over up to six years. Students take ~10-12 credits per year, across Fall and Spring semesters and/or Winter and Summer sessions.

Degree Completion Requirements

To earn an MPH from Cornell University, students must:

- 1. Manage Registrar and Student Health accounts** and ensure there are no holds. Holds will prevent course registration, progression to the next semester, and/or graduation.
 - *Read and respond to messages from Cornell University*
 - *Review your [Cornell Student Center](#) account often and take required actions*
- 2. Complete all required courses** (see [2024-2025 plan of study](#)) **AND earn at least a C (73%) in each required course.** Note: failure to earn a C (73%) will mean re-taking the course, likely the following year, and potentially delaying graduation.
 - *If you are at risk of earning less than a C (73%) in any course, please speak with the course instructor **and** with the Manager of Student Services ASAP.*
- 3. Demonstrate achievement of all 40 MPH competencies, assessed across courses.** Via the core curriculum, you will build knowledge and skills and be assessed on [35 core competencies](#). Via your concentration courses, you will build knowledge and skills and be assessed on [5 concentration competencies](#). Note that failure to demonstrate competence will result in one or both of the following:

- **Competency Reassessment:** If a student has shown sufficient ability to earn at least a C (73%) in the course, but has missed expectations on a specific competency, course faculty will support re-assessment by requiring the student to review course materials, re-complete select course work, and re-submit the competency assessment for re-evaluation. Competency reassessment must be completed within the semester/before a new semester starts. Reassessment will not improve the course grade, but will allow for Program progression.
- **Course Do-over:** If a student has not shown sufficient ability to earn at least a C (73%) in the course, and/or is not successful in a required competency re-assessment, the student will be placed on probation and will be required to re-take the course, likely the following year, potentially delaying graduation.

4. Present a final e-portfolio demonstrating professionalism and competence by showcasing key project work that has benefit for public health improvement, including outputs from courses, the Applied Practice Experience (APEX), and the Integrative Learning Experience (ILE).

Adding Classes

The Cornell MPH Program has a defined course of study that lays out courses and the sequence in which they are taken. Each semester you will be auto-enrolled in all required classes. In your second year, you will add your approved elective courses through Student Center during the pre-enrollment and/or add periods.

Non- MPH or 'VTPEH' Courses

Enrolling in courses outside of the MPH Program (which have VTPEH course codes) is subject to program approval by the Manager of Student Services, and only allowed in your second year. Approval is dependent upon a specific student's experience and professional goals. To submit a course for approval, contact Ben Parker to request the [Non-MPH Course Approval Form](#).

- **The following types of courses are not approved, ever:** courses with codes lower than 5000 level, gym courses, and wine tasting courses.
- Language courses are typically not approved unless they are directly related to a specific applied experience or public health career goal.

Dropping Classes

Because of the potential impact on graduation, dropping courses is not advised unless reviewed with the Manager of Student Services. Note that:

- The last date to drop a class is seven weeks after the start of the term. Check the Cornell Calendar for specific dates each academic year.
- All drops and changes to classes must be made through your [Student Center](#).
- After the seven-week deadline, changes to your courses can be made only in exceptional circumstances. To do so, complete the [General Petition form](#), available from the Cornell Grad School. If you withdraw from a course after the drop deadline, your transcript will show a "W".

Minimum Credit Load

Cornell MPH students must be enrolled in a minimum of 12 credits each semester (Spring, Fall).

Maximum Credit Load

In general, Cornell MPH students should not be enrolled in more than 16 credits each semester (Spring, Fall). Situations in which a student might request an enrollment overload to take more credits include:

- Meeting graduation requirements necessitates more than 16 credits
- Conducting research for credit and cannot fit the course in with your class requirements
- Retaking a course to achieve the necessary grade (C) to meet graduation requirements

Grading Policies

[Cornell's Grading Policy](#) is composed of letter grades; the MPH Program follows the [CVM policy for numeric to letter grade calculation](#). In each course, MPH faculty will provide you with details of how your grade will be determined. This is published in each course syllabus in Canvas. Per Cornell policy, only the instructor of the course has the authority to judge the quality of a student's work and determine the appropriate grade. No one can overrule instructors' grading processes. Further, once a grade is assigned, it may only be changed if the instructor claims an error.

Note that MPH students must achieve a C (73%) or above in each required course to be eligible to graduate. Failure to do so will mean re-taking the course the following year, which may delay graduation.

Letter	Grade	Point
A+	96-100	4.3
A	93-95	4.0
A-	90-92	3.7
B+	86-89	3.3
B	83-85	3.0
B-	80-82	2.7
C+	76-79	2.3
C	73-75	2.0
C-	70-72	1.7
D+	66-69	1.3
D	63-65	1.0
D-	60-62	0.7
F	<60	0.0

Grade Changes

Each semester is a separate grading period, and grades are assigned for work completed during the normal period of the semester. Subsequent changes in a grade may be made only if the instructor made an error in assigning the original grade. As a matter of equity, grades must not be changed after the end of the semester because a student did additional work.

Incompletes (INC)

Per [Cornell's Grading Policy](#), if a student experiences a personal health or other emergency and cannot finish all coursework by the end of the semester, an instructor may assign an Incomplete (INC) and define a new date for final grading.

An Incomplete can only be assigned if the student has completed a substantial body of work at a passing level in the course **and** the student has been prevented from completing all the course requirements on time by circumstances beyond their control (e.g., illness, family emergency).

An incomplete may not be given because a student fails to complete all course requirements on time.

It is the student's responsibility to see that all incompletes are made up within the deadline and that the grade change has been properly recorded with the college registrar.

Transcripts

At the end of each term, a student may view his or her grades in [Student Center](#). Upon request, the Registrar will provide an official grade transcript bearing the Cornell University seal and the signature of the University Registrar. Official transcripts are requested through [Student Center](#).

Academic Integrity

Cornell University has a campus-wide [Code of Academic Integrity](#). Every student enrolled at Cornell agrees to abide by this code.

- Please note: you were already asked to review and sign this code as a part of your enrollment; please be sure that you are well-apprised of it.

Academic integrity means being honest in everything you do at Cornell. Academic integrity means being honest with all your course work and exams. As a Cornell student, it is your responsibility to submit work that is your own.

- **You must not plagiarize others' work.** This means that if you copy and paste any text from anywhere (including generative AI software tools), you must cite the source. Failing to do so means that you are stealing someone else's work. This is not integrity, and there will be consequences.
- **All work that you submit must be your own.**
- [PLEASE READ this summary posted by the Graduate School.](#)
- [PLEASE WATCH + READ this summary posted by Cornell University.](#)

In summary, these are your responsibilities:

- **Do not cheat. Do not misrepresent your work.** Do not submit work that is not your own; this includes copying from others, or copying and pasting from generative AI tools like ChatGPT or Microsoft Copilot. Unless explicitly a part of a course assignment, the MPH Program does not condone using generative AI to complete course assignments as the ideas presented may be wrong, may be biased, and they are not YOUR ideas.

You came to Cornell to learn. Do not cheat yourself from this. All written work is expected to come from your mind, with sources cited.

- **Do not plagiarize.** Plagiarism is when you use an idea or words or graphics from somewhere, in your own work, without giving credit to the original source. This source could be from a book, a website, a person, or generative AI (like ChatGPT, WordQuill, etc.). When you use text, images, or ideas from any source, you must (a) cite the borrowed content and (b) quote any language you repeat word-for-word. Not doing so is cheating.
- **Always provide citations or references.** Citation is when you attribute an idea, fact, or quote to the author. This must occur at the end of the sentence, ideally using AMA format. Citations (numbers) are then organized and presented as a bibliography at the end of your work to show the complete reference for the source. If you do not have experience doing this, please meet with the MPH Writing Support Specialist ASAP.

Your Responsibility: At the start of the MPH Program, every student completes an academic integrity training. This orients you to the rules, the resources, and the consequences. If any of this is not clear, ASK QUESTIONS.

Our Responsibility: With each assignment, faculty will examine your work for academic integrity. If any academic integrity concern is suspected or identified, including the use of AI computer interfaces to complete your work assignments, faculty will follow [Cornell-defined policies related to review and repercussions](#).

Academic Integrity Violations + Penalties

As noted above, Cornell University has a campus-wide [Code of Academic Integrity](#). Every student enrolled at Cornell agrees to abide by this code. If a student is found to have violated the code, the Code is used to guide the investigation and penalty. Penalties may include a warning, a grade penalty, failure of the assignment or course, up to expulsion from the University.

Please note: Every Cornell MPH instructor takes academic integrity very seriously. Please review each course syllabus for specific expectations of each faculty member, to learn about how tools like Turn-it-In will be used to detect academic integrity violations, and the consequences of cheating.

- **Warning & Advising:** Instructors may give a student a warning if, for example, it is early in the course of study or a semester and they believe a student may benefit from extra support with writing processes (e.g., citation, paraphrasing). The warning may require the student to meet with the Writing Support Specialist and/or complete an Academic Integrity Course, after which the student will need to re-submit work that meets expectations. Faculty may assign a grade penalty.
- **Academic Integrity Violation:** Where a faculty member identifies or suspects an academic integrity violation, the faculty member follows [guidance](#) laid out in the Cornell Code, informing the student and pursuing a primary hearing. If a student is found guilty, the faculty member will determine the appropriate grade penalties. A violation is documented in the student's file.
- **Second Offense:** If a student is found guilty of a second academic integrity violation, the case will be referred to the academic integrity hearing board. This may result in expulsion from the MPH Program and the university.

Good Academic Standing

To be in good academic standing, a student in the MPH Program must:

- Earn at least a grade of C or 73% in each course;
- Be assessed as 'competent' in each relevant area assessed each semester; and
- Maintain a minimum semester grade point average (GPA) of 2.75.

It is each student's responsibility to work hard and achieve at least a C or 73% in each course:

- Monitor your grades. If you are at risk of not earning a C, communicate early and often with your instructor and the Student Services lead.
- If you do not achieve at least a C or 73% in a class, you will be placed on academic probation, and you will need to re-take the course the following year. Please note that many classes are only offered once per year, so this might delay your graduation.

It is each student's responsibility to be sure that you have been assessed as competent:

- Each semester, and in each course, you must be assessed as competent in each relevant foundational or concentration competency before moving on to the next semester.
- Throughout the semester, if you are not assessed as competent via an assignment, you and your instructor(s) will develop a remediation plan for review and re-submission. This will include taking instructor feedback, reviewing course materials, and revising and re-submitting your assignment for re-evaluation within one-to-two weeks.
- If you are not successful in this, you may need to drop or fail the course and re-take it the following year.

Faculty and staff meet at the end of each semester to assess student standings. If a student is not found to be in good standing, they will receive written communication to describe the issue, and the steps that must be taken to regain good academic standing.

Academic Probation

A student may be placed on academic probation if one or more of these situations applies:

- If their cumulative GPA falls below a 2.75
- If they earn two or more grades lower than a C in one semester
- If they receive an incomplete grades
- If they do not meet all competency expectation by the start of the subsequent semester.

The semester that the student is on probation they (a) cannot enroll in any course other than those required by the MPH Program, and (b) must earn a GPA of at least 2.75 to continue in the program.

A student placed on Academic Probation will be required to meet with an academic probation advisor bi-weekly over the course of the semester. They will also be required to have a documented plan of action to address any grade or competency shortcomings written with the appropriate faculty member(s) to include expectations, requirements, and deadlines. Failure to meet these obligations will result in program dismissal.

Repeated Courses

Repeated courses are courses taken a second (or subsequent) time, even if a passing grade was earned. Repeated course credits do count toward the minimum credits per semester required for good academic standing and full-time status, but credits earned repeating a course do not count toward the minimum number of credits required for graduation.

Please note that:

- If a course is repeated, both courses and both grades are included on the transcript.
- If taken for a letter grade, both grades are included in the calculation of the GPA (i.e., if a course is repeated, the second course does not replace the first on the official transcript).

Program Dismissal

A student may be dismissed from the Cornell MPH Program if one or more of the following applies:

- If they do not earn the required GPA at the end of the Academic Probation
- If they do not achieve competence at the end of the competence re-assessment process, and if no other remediation plan is possible

- If they are found guilty of two or more academic integrity violations
- If they are found guilty of one egregious academic integrity violation.

Students Accommodations

Students with disabilities have the right to reasonable accommodations to support their learning success. Cornell University and the MPH Program will be your partners in this. To activate services, please connect with [Student Disability Services](#) (SDS).

SDS is responsible for the following:

- Establishing and disseminating criteria for disability services
- Meeting with you to discuss access needs
- Receiving and storing confidential disability documentation to support your eligibility for disability services and accommodations
- Collaborating with faculty and staff regarding essential course and/or program requirements and appropriate reasonable accommodations
- Being a leader of diversity efforts on campus that promote disability equity and inclusion

At the student's request, the Manager of Student Services can serve as a liaison between the student, SDS service, and faculty members.

- At your request, at the beginning of each semester, the Manager of Student Services can meet with you and the SDS counselor to discuss accommodations.
- At your request, the Student Services Manager can help to relay information about accommodations to the MPH Program faculty.

Please note that all SDS-related support is confidential.

- Materials and information communicated from the SDS office is confidential.
- Instructors must refrain from making any disability-related comments in front of the class or in the presence of other students, faculty, or staff who are not directly involved in the accommodation process.
- Instructors may share accommodation information with academic support staff for the purpose of the provision of accommodations.
- Disability documentation is maintained in SDS and should only be reviewed by SDS staff.

Leave of Absence

A leave of absence may be granted to a student for personal, medical, or parental reasons. The MPH Program uses the [Cornell Graduate School policies](#) as a guide, adapting them as necessary, for a non-funded professional student. Please be sure to discuss and understand the implications the leave may have on financial aid and/or insurance. A leave of absence can run for up to 12 months and may be renewed up to three times, for a maximum of four years of leave. After four years, you must reapply for admission to the Graduate School.

- **Health Leave:** For medical reasons unrelated to childbirth or adoption, a health leave should be requested. This leave must be initiated in consultation with Cornell Health. Up to 12 months of leave can be granted, renewable. Any financial support offered at admission will be continued when you return, if you are in good academic standing.

- **Personal Leave:** For personal reasons other than health, a personal leave should be requested. Up to 12 months can be granted, renewable. Financial support offered at admission will likely be continued when you return, if you are in good academic standing.
- **Parental Leaves:** For parental leave, students may request an adapted schedule (reduced course load, short-term leave, adapted classroom, etc.), working in partnership with the applicable teaching faculty, the MPH student services office, and the Graduate School student services office. The MPH team will seek to make reasonable accommodations. As an alternative, you may request personal leave to take up to 12 months. Work with the Student Services Manager, the Associate Program Director, and the Graduate School Student Life office to develop and document a plan.

Commitment to Diversity

Open Doors: "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 commitment to inclusion and opportunity. Our Program honors this legacy of diversity and inclusion to welcome, support, and lift up all individuals, including those from groups that historically have been marginalized and previously excluded from equal access to opportunities. We ask you to be a part of this.

Open Hearts: 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. We advance this in the MPH Program. Each of us—you included—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.

Open Minds: Free expression is essential to this mission, and provocative ideas lawfully presented are an expected result. An enlightened academic community, however, connects freedom with responsibility. Cornell stands for civil discourse, reasoned thought, sustained discussion, and constructive engagement without degrading, abusing, harassing, or silencing others. As a Program, we are committed to act responsibly and forthrightly to maintain an environment that opens doors, opens hearts, and opens minds.

[Learn more about diversity and inclusion at Cornell here.](#)

Zero Tolerance of Harassment and Discrimination

The Cornell MPH Program does not tolerate harassment or discrimination in the academic space, on campus, or in any work we are a part of. We ask and expect that all students, faculty, and staff affiliated with the MPH Program to read and adhere to the Association of Schools and Programs of Public Health Statement of Commitment to Zero Tolerance of Harassment and Discrimination.

"The Association of Schools and Programs in Public Health (ASPPH) and our member schools and programs are committed to eliminating harassment and discrimination in academic public health. It is essential to provide all our students, staff, faculty, and community partners with respectful and safe learning and working environments. We oppose acts of harassment and discrimination in all forms, while we simultaneously work towards developing schools and programs that are directed by cultural competence and humility, inclusivity, and diversity.

There should be zero tolerance for acts of harassment or discrimination in academic public health. As we aspire to apply this zero-tolerance mandate, we envision that the cultures of all of our schools and programs will be free of any forms of harassment and discrimination."

Find the [full statement from the Association of Schools and Programs of Public Health here](#).

Anti-Racism & Anti-Discrimination Policy

In line with zero tolerance of harassment and discrimination, the MPH Program is committed to applying anti-racist approaches. Anti-racism is a necessary framework and an active intention toward understanding and dismantling intersectional forms of oppression across societies, institutions and cultures. Racism is one of the most dangerous public health crises across the world.

We believe black lives matter. We also believe you and your education and your professional development matter. We are committed to inclusion and welcome respectful, constructive dialogue across differences, but we will not tolerate discriminatory speech against identity groups, or disrespectful speech to or about others. Every person should feel safe. Faculty and staff in the MPH Program welcome feedback from and dialogue with students. Please reach out and make appointments with faculty and staff.

[See our resources to support engagement, understanding, and conflict resolution.](#)

Prohibited Bias, Discrimination, Harassment, and Sexual Misconduct

Cornell University and the MPH Program are committed to providing a safe, inclusive, and respectful learning, living, and working environment for all. We thus prohibit faculty, administrative and academic staff, postdocs, and graduate students from engaging in any form of discrimination, harassment, sexual harassment, and sexual assault/violence. We expect all members of the Cornell MPH Program to refrain from committing acts of discrimination, bias, or sexual assault/violence.

[Cornell University's Policy 6.4](#) provides ways to address bias, discrimination, harassment, and sexual and related misconduct. This policy guides how acts of bias, discrimination, harassment are reported; how they are investigated; and the outcomes of investigations. Preventing unacceptable behaviors such as harassment is essential to maintaining our caring community. We all have a role in assuring this.

Anyone who directly witnesses or experiences bias activity should intervene in the moment as appropriate (e.g., contact Campus Police at 911 if a crime is in progress; interrupt the behavior in as much as the observer feels skilled and safe; inform a Cornell representative, etc.). A report of the incident should be made as soon as possible at the [Report Bias site](#).

Title IX Discrimination Policy

Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states that: no person in the U.S. shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Cornell University and the MPH Program do not tolerate any form of harassment. Cornell University strongly encourages individuals who have experienced, have knowledge of, or have witnessed gender-based harassment, sexual harassment, sexual assault, domestic and dating violence, stalking, sexual exploitation, or other forms of sexual and related misconduct committed by or against students, staff, or faculty to report the incident immediately to the University.

For sexual and related misconduct—including gender-based harassment, sexual harassment, sexual assault, domestic and dating violence, stalking, sexual exploitation, or other forms of sexual misconduct—report the incident through the following options:

- [Submit an incident report online](#)
- Contact the Title IX Office: titleix@cornell.edu or 607-255-2242
- Contact the Cornell University Police Department (CUPD) at (607) 255-1111
- Contact 911 for emergency assistance.

The University strongly supports a complainant’s desire for confidentiality. However, students should be aware that all disclosures of gender-based harassment, sexual harassment, sexual assault, domestic and dating violence, stalking, sexual exploitation, or other forms of sexual and related misconduct to a staff or faculty member will be reported, as required by Cornell Policy 6.4, to the Title IX Coordinator. All Cornell offices and employees who cannot guarantee confidentiality will maintain your privacy to the greatest extent possible. The information you provide to a non-confidential resource will be relayed only as necessary for the Title IX Coordinator to investigate and/or seek a resolution. The Title IX Coordinators will maintain privacy to the greatest extent possible but are not confidential resources.

For confidential help, please review [this list of confidential resources](#).

Consensual Relationships

Romantic or sexual relationships between faculty members or others in positions of authority over students and postgraduates are prohibited whenever those relationships have the potential to interfere with an individual’s right or ability to pursue academic, training, research or professional interests. [Cornell’s University Policy 6.3](#) defines a consensual relationship as a “romantic and/or sexual relationship willingly undertaken by the parties”. Cornell’s University Policy 6.3 prohibits romantic or sexual relationships between faculty members or others in positions of authority and students and post-graduates under several provisions. The policy also describes relationships that are not prohibited, but which require disclosure.

Grievance Policy

The MPH Program leadership have an open-door policy. You may come speak to the Student Services Manager, the Associate Program Director, the Assistant Program Director, or the Program Director at any time about issues as they arise.

When a student in need of support is identified, faculty and staff discuss the types of support needed and work within the College and/or Cornell student support systems, such as Cornell Health, to provide students with relevant resources. Student services staff then follow up with students to see if they have utilized services offered and to discuss the efficacy of services with the student. If further assistance is needed, faculty, student services staff, and the student will discuss best options for assistance. [Please see the resource list here.](#)

We hope that while you are a student at Cornell you will never need to deal with a grievance. A grievance is a formalized process through which you can file a complaint that you’d like help resolving. The procedure is intended to provide a mechanism through which grievances can be fully investigated and decisions rendered.

There are four basic steps within the grievance procedure. If the issue cannot be satisfactorily resolved at one step in the process, then it moves to a subsequent step:

1. **Speak directly to the source:** We encourage you to speak directly with your fellow student, faculty member, etc. Here are some [helpful strategies and resources](#).
2. **Contact the MPH Program team:** Our email boxes are always open. Our office doors are often open, and we prioritize making time to meet with any students who need help or have concerns. If you want to remain anonymous with your feedback, you may use this [anonymous on-line form](#). We review this immediately and take action. We also have a box for handwritten anonymous feedback located outside the first door to the MPH suite (S2-005 Schurman Hall) as you approach from the main atrium. This is checked once per week.
3. **Contact the Director of Graduate Studies**, Professor Gary Whittaker:
gary.whittaker@cornell.edu
4. **Follow the Graduate School's Grievance Procedure:** This step may include bringing the case to the Dean of the Graduate School

You should report prohibited discrimination, protected-status harassment, sexual harassment, and sexual assault and violence, and bias activity via the [Bias Report Form](#) or send an email to titleix@cornell.edu.

Sexual misconduct complaints should be reported directly to the University Title IX Coordinator at titleix@cornell.edu.