

Semi-Annual Report

Columbia University Resolution Agreement

Prepared for: Charles J. Cooper, Cooper & Kirk, PLLC, Resolution Monitor
Prepared by: Columbia University
October 1, 2026

Table of Contents and Status Dashboard

RA Item #	Resolution Agreement ("RA") Paragraph Topic Area	Current Status *	Page #
	Executive Summary		4
RA10	\$200 million payment and \$21 million EEOC	Satisfied to Date	6
RA11	Administrator appointment	Complete	7
RA12	Promoting excellence in regional studies	In Progress	8
RA13	New faculty members with joint positions	In Progress	11
RA14	New "Student Liaison"	Satisfied to Date	13
RA15	CU shall not maintain programs that promote unlawful DEI efforts	Satisfied to Date	15
RA16	Merit-based admissions	Satisfied to Date	19
RA18	Admissions data	Satisfied to Date	20
RA19	Faculty and admin merit-based appointments	Satisfied to Date	21
RA20	Title IX obligations	Satisfied to Date	25
RA21	International student applicants	Satisfied to Date	26
RA22	Student commitment and training on civil discourse; steps to decrease dependence on international student enrollment	Satisfied to Date	27
RA23	Student and Exchange Visitor Program	Satisfied to Date	31
RA24	Foreign gifts	Satisfied to Date	33
RA25	Sanctions enforcement, anti-money laundering, and prevention of terrorist financing	Satisfied to Date	34

RA Item #	Resolution Agreement (“RA”) Paragraph Topic Area	Current Status *	Page #
RA26	University Judicial Board (UJB)	Satisfied to Date	35
RA27	University demonstration policies	Satisfied to Date	37
RA28	Disciplinary rules and policies without regard to identity or ideology	Satisfied to Date	40
RA29	Institution-wide policies on harassment and discrimination under Title VI	Satisfied to Date	41
RA30	Employee trainings relevant to RA obligations	Satisfied to Date	43
RA31	Campus safety	Satisfied to Date	46
RA32	Retaliation and protection for reporting	Satisfied to Date	47
RA33	Noncompliance reporting	Satisfied to Date	48

* Status Definitions:

- **Complete:** requirement has been fully executed
- **Satisfied to Date:** requirements met through the current reporting period; obligation is continuing
- **Substantially Complete:** most requirements fulfilled; minor items remain
- **In Progress:** implementation efforts have begun, but one or more required elements are still in progress
- **Not Yet Required / Not Applicable:** the requirement was not relevant or did not apply during this reporting period

Executive Summary

Columbia University continues to undertake all necessary steps for compliance with the commitments articulated in the July 23, 2025 Resolution Agreement between the United States of America and Columbia University (the “Resolution Agreement”). As reflected in this report and in the prior [April 2026 Report](#) (the “April 2026 Report”), Columbia University has carefully reviewed and updated its policies, procedures and practices in many operational and compliance areas to ensure fulfillment of its obligations under the Resolution Agreement. Consistent with the terms of the Resolution Agreement, the University’s work is ongoing as its responsibilities remain in place with full effect from initial implementation throughout the term of the Agreement. In addition to carrying out the University’s compliance with the Resolution Agreement, the changes made and actions taken by the University have contributed to progress on multiple fronts, including a marked decline in allegations of discrimination and discriminatory harassment based on national origin and religion or creed.

The University’s Resolution Administrator continues to work with offices throughout Columbia to ensure compliance and to meet with faculty groups to discuss the Resolution Agreement and address questions and concerns. The office is fully staffed and interfaces directly with senior leaders in all areas with continuing compliance obligations under the Resolution Agreement. The Resolution Administrator reports regularly to the University’s senior leadership, including the President and the Provost and the Trustees’ Committee responsible for overseeing implementation of the Resolution Agreement and the University’s commitments to anti-discrimination.

Since the last report, the University has made it easier for members of our community to directly contact the independent Resolution Monitor and to report concerns about potential noncompliance and again clarified that a reporter will be fully protected from any adverse actions in connection with such reporting. The University has also expanded trainings to reinforce student commitment to civil discourse and open debate and appointed the new Special Advisor and Jewish Life Liaison. Comprehensive, annual reporting from key University stakeholders complements and supports the University’s sustained commitment to compliance with all applicable nondiscrimination laws.

The Resolution Agreement does not affect the University’s academic and operational independence. As stated in the agreement, “No provision of this agreement, individually or taken together, shall be construed as giving the United States authority to dictate faculty hiring, university hiring, admissions decisions, or the content of academic

speech.” Implementation of these reforms has proceeded in a manner consistent with this principle, centering academic autonomy at every stage of compliance.

At the core of the policies and initiatives articulated in the Resolution Agreement is the conviction that fostering an inclusive campus climate requires participation from the entire community and that in doing so, we reinforce our academic mission. The University is committed to ensuring an inclusive and respectful learning environment in which all community members can fully participate within a campus free of discrimination and harassment.

RA Paragraph 10: \$200 million payment and \$21 million EEOC

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

10. In settlement and compromise of the Released Claims in this Agreement Columbia shall pay the United States the sum of Two Hundred Million Dollars (\$200,000,000), payable in equal installments. The first payment shall be made within five (5) business days of the Effective Date, and each subsequent installment payment shall be made on the anniversary of the Effective Date for each year of the term of this Agreement. In addition, pursuant to the terms of the EEOC Agreement, incorporated by reference herein and attached as Exhibit A, Columbia will pay Twenty-One Million Dollars (\$21,000,000) into a claims fund and undertake the obligations as outlined in the EEOC Agreement.

Response:

Columbia has made the second [installment payment](#) towards the \$200 million sum and funded the EEOC settlement fund. The deadline to submit a claim form to the EEOC settlement fund was June 2, 2026.

Report	Evidence #	Evidence
2026.10.01	10.1	Resolution of Federal Investigations and Restoration of the University's Research Funding, July 23, 2025: https://president.columbia.edu/news/resolution-federal-investigations-and-restoration-universitys-research-funding

RA Paragraph 11: Administrator appointment

Current Status:

☒ Complete	Satisfied to Date	Substantially Complete	In Progress	N/A
--	-------------------	------------------------	-------------	-----

Resolution Agreement Text:

11. No later than 30 days after the Effective Date of this Agreement, Columbia shall designate an Administrator who shall be answerable to Columbia's President and who shall be principally responsible for coordinating and overseeing compliance with this Agreement and shall be given sufficient supervisory authority and access to resources within Columbia to direct implementation of this Agreement. Once selected, this Administrator shall be responsible for making regular reports to a Resolution Monitor to be described in Section VI of this Agreement (hereinafter "Resolution Monitor"), as well as Columbia's submissions and its public reports described in Section VII of this Agreement. This role shall be maintained and staffed throughout the duration of this Agreement. Columbia may change this Administrator during the term of the Agreement and shall provide the United States with notice that the Administrator has changed within 14 days of the new Administrator's taking office. In the event the Administrator resigns, Columbia shall not permit the position to remain open for an unreasonable amount of time. In the event of a vacancy in the Administrator position, the President of Columbia will be responsible for exercising the duties of the Administrator.

Response:

Columbia has appointed an [Administrator](#).

Report	Evidence #	Evidence
2026.10.01	11.1	University announcement: https://www.columbia.edu/content/directory/jim-glover

RA Paragraph 12: Promoting excellence in regional studies

Current Status:

Complete	Satisfied to Date	Substantially Complete	☒ In Progress	N/A
----------	-------------------	------------------------	---	-----

Resolution Agreement Text:

12. Consistent with Columbia's announcement on March 21, 2025, Columbia shall maintain its Senior Vice Provost focused on promoting excellence in regional studies. As part of this role, the Senior Vice Provost, acting with the authority of the Office of the Provost, will conduct a thorough review of the portfolio of programs in regional areas across the University, starting with the Middle East. This review includes the Center for Palestine Studies; the Institute for Israel and Jewish Studies; Middle Eastern, South Asian, and African Studies; the Middle East Institute; the Tel Aviv and Amman global hubs; the School of International and Public Affairs Middle East Policy major; and other University programs focused on the Middle East. In this role, the Senior Vice Provost will:

- A. Review the educational programs to ensure the educational offerings are comprehensive and balanced;*
- B. Review all aspects of leadership and curriculum;*
- C. Steward the creation of new programs to address the full range of fields;*
- D. Partner with the Vice Provost for Faculty Affairs and the schools to create a standard review process for the hiring of non-tenured faculty across the University;*
- E. Review the processes for approving curricular changes; and*
- F. Make recommendations to the President and Provost, in accordance with academic procedures, about any necessary changes, academic restructuring, or investments that will ensure academic excellence and complementarity across all programs in the given academic areas.*

Response:

The University's ongoing efforts related to Paragraphs 12 and 13 reflect an integrated academic strategy to expand, strengthen, and coordinate Middle East-related teaching and scholarship across multiple parts of the University. In the summer of 2025, aided by a faculty committee, the [Senior Vice Provost for Academic Initiatives](#) initiated a review of Columbia's regional studies programs, beginning with the Middle East. The committee subsequently presented [an initial set of recommendations](#) regarding the University's Middle East programs.

In presenting its initial recommendations, the committee noted that, over the past decades, some relevant university disciplines—particularly in the more quantitatively-oriented social sciences—drifted away from a regional focus as an organizing principle of their curricula. As a result, Columbia's courses on the Middle East came to have

primarily humanistic, language, and/or cultural orientations, and were less likely to cover, for example, economic issues or aspects of energy policy. This limited the breadth of approaches and methodologies available to Columbia students interested in these disciplines.

To address this issue, the committee recommended that the University, among other steps:

- 1) Increase available coursework about the Middle East in social science fields or departments including economics, policy analysis, political science, and history. The committee concluded that these offerings would complement, rather than duplicate, courses in units like Columbia's undergraduate program in Middle Eastern, South Asian, and African Studies ("MESAAS"), and bring additional analytical approaches to bear on the study of the Middle East.
- 2) Appoint additional faculty, primarily in the social sciences, to help deliver this complementary expanded coursework. The committee noted that these appointments could be a mix of temporary (e.g., visiting) and permanent (e.g., tenured) positions, observing that this mix may be inherently beneficial while also acknowledging that the process of making permanent appointments is significantly more involved and time-consuming. The committee suggested making these appointments in collaboration with non-departmental units, such as centers or institutes.

The committee also made recommendations aimed at: i) enhancing students' ability to combine different types of coursework on the Middle East (e.g., cross-registration), ii) creating new undergraduate academic pathways that complement current offerings, and iii) promoting enhancements to the regional centers and institutes to increase their vitality.

Collectively, these steps focus on providing students with comprehensive, balanced educational offerings, encouraging exposure to a wider range of disciplinary, methodological, and scholarly perspectives, and contributing to a robust intellectually diverse academic environment. Implementation is underway. A number of new courses were offered in the 2025-2026 academic year, some of which will be offered again, with still more to be added during the current 2026-2027 academic year. These new courses, which were added through the standard faculty-approval processes, enrich the intellectual range of the University's course offerings, and have already generated significant registration from students in a wide variety of majors.

Report	Evidence #	Evidence
2026.10.01	12.1	Senior Vice Provost for Academic Initiatives: https://provost.columbia.edu/senior-vice-provost-academic-initiatives
2026.10.01	12.2	Initial Recommendations by Senior Vice Provost for Academic Initiatives: https://provost.columbia.edu/content/regional-review-committee-initial-recommendations
2026.10.01	12.3	Economics course: https://bulletin.columbia.edu/columbia-college/departments-instruction/economics/#coursestext
2026.10.01	12.4	History courses: https://bulletin.columbia.edu/columbia-college/departments-instruction/history/#coursestext
2026.10.01	12.5	SIPA courses: https://www.sipa.columbia.edu/sipa-education/bulletin/registration#new-courses

RA Paragraph 13: New faculty members with joint positions

Current Status:

Complete	Satisfied to Date	Substantially Complete	☒ In Progress	N/A
----------	-------------------	------------------------	---	-----

Resolution Agreement Text:

13. Columbia shall, consistent with its announcement on March 21, 2025, appoint new faculty members with joint positions in both the Institute for Israel and Jewish Studies and the departments or fields of economics, political science, or SIPA. These faculty members will contribute to a robust and intellectually diverse academic environment.

Response:

As noted above with respect to Paragraph 12, the Senior Vice Provost's faculty committee recommended additional faculty appointments to expand academic offerings and perspectives to students interested in studying the Middle East. Consistent with both this recommendation and the Resolution Agreement, Columbia is and has been conducting multiple searches to fill professorial-rank positions jointly between social science departments and, in some cases, the Institute for Israel and Jewish Studies (IIJS). As of fall 2026, the University has launched three full-time, permanent faculty searches. In addition, the University has appointed four short or longer-term visiting faculty to the Economics Department, the History Department, and the School of International and Public Affairs.

These visitors are intended and expected to meaningfully contribute to Columbia's learning environment and have had significant curricular impact, as demonstrated by substantial enrollments in the courses offered by these faculty.

Report	Evidence #	Evidence
2026.10.01	13.1	Initial Recommendations by Senior Vice Provost for Academic Initiatives: https://provost.columbia.edu/content/regional-review-committee-initial-recommendations
2026.10.01	13.2	IIJS Affiliated, Visiting, and Adjunct Faculty: https://www.iijs.columbia.edu/affiliatedfaculty
2026.10.01	13.3	SIPA New Faculty: https://www.sipa.columbia.edu/news/sipa-announces-new-faculty-202627

Report	Evidence #	Evidence
2026.10.01	13.4	Columbia University Academic Search and Recruiting (faculty positions): https://academic.careers.columbia.edu/

RA Paragraph 14: New “Student Liaison”

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

14. To further support Jewish life and the wellbeing of Jewish students on campus, Columbia will add an additional administrator ("Student Liaison"), reporting to the head of University Life, who will serve as a liaison to students concerning antisemitism issues, advise the University's agreement Administrator and other University leaders and make recommendations to University leaders about ways to improve and to support Jewish students.

Response:

In the late spring, Columbia University appointed Professor Michelle Greenberg-Kobrin as the Special Advisor and Jewish Life Liaison.

A graduate of Columbia College and Columbia Law School and a law professor, Greenberg-Kobrin brings extensive experience in higher education, student affairs, law, negotiation, and Jewish community engagement.

A former transactional lawyer, Greenberg-Kobrin previously served as Dean of Students at Columbia Law School. She is currently a Clinical Professor of Law at Cardozo School of Law and has held teaching appointments at Columbia Law School and Teachers College. She teaches in the areas of transactional law, intellectual property, negotiation and leadership.

As Special Advisor and Jewish Life Liaison, Greenberg-Kobrin works across the University with students, administrators, faculty, religious leaders, and community leaders. A central part of her work is meeting directly with Columbia community members to understand their experiences, concerns, needs, and interests, and communicating those perspectives to University leadership. She also engages with community leaders inside and outside Columbia to better understand the broader context in which campus concerns arise and to identify the longer-term institutional work to help strengthen relationships, communication and trust. She provides thought leadership and serves as a resource and liaison across Columbia's schools, administration and communities. Situated within University Life, Professor Greenberg-Kobrin has accepted this position on a part-time basis and will hold regular office hours

to give students an additional opportunity to connect with her directly, raise concerns, share ideas, and discuss their experiences on campus.

Report	Evidence #	Evidence
2026.10.01	14.1	Meet Michelle Greenberg-Kobrin: https://news.columbia.edu/news/meet-michelle-greenberg-kobrin
2026.10.01	14.2	Special Advisor and Jewish Life Liaison: https://universitylife.columbia.edu/content/jewish-life-liaison

RA Paragraph 15: CU shall not maintain programs that promote unlawful DEI efforts

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

15. Columbia shall not maintain programs that promote unlawful efforts to achieve race-based outcomes, quotas, diversity targets, or similar efforts. For example, Columbia will not provide benefits or advantages to individuals on the basis of protected characteristics in any school, component, division, department, foundation, association or element within the entire Columbia University system. Columbia and each of its schools, components, divisions, and departments, including but not limited to professional and graduate schools, will comply with and follow antidiscrimination laws, including Title VI and Title IX of the Education Amendments of 1972. Columbia agrees to comply with all applicable laws, including Title VI, Title VII, and Title IX, and Section 1557 of the Affordable Care Act, regarding the treatment of individuals. Accordingly, Columbia will provide a timely report to the Resolution Monitor summarizing its compliance with this obligation, including an assurance that Columbia has acted responsibly to ensure its programs do not promote unlawful DEI goals.

Response:

Nondiscrimination Policies and Compliance Framework

The University maintains a longstanding commitment to compliance with all applicable nondiscrimination laws and has established internal controls to support that commitment, including policies, reporting channels, and enforcement mechanisms.

Among other policies, the University maintains and enforces the [Notice of Nondiscrimination](#); [Nondiscrimination Statement and Policy](#); [Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students](#); and [Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Faculty and Staff](#). These policies are regularly reviewed to ensure that they adequately guard against noncompliance with federal anti-discrimination law within the University community.

To inform the University community about these policies, the University regularly [communicates](#) information about important policies to students, faculty, and staff, including policies pertaining to anti-discrimination.

The University provides faculty and staff with training on its nondiscrimination policies, including mandatory Title VI and Sexual Harassment training as well as training for faculty and staff who may be involved in any Title IX proceeding. The University also provides mandatory [training](#) for students on the Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students, which includes Title VI and Title IX training for students.

To facilitate the University's ability to identify and address prohibited conduct, the University maintains (i) a [streamlined reporting mechanism through its Office of Institutional Equity](#), which serves as a centralized resource for addressing all reports of discrimination and discriminatory harassment, and (ii) a [hotline](#), managed by a third party, which provides an option to report anonymously. University personnel, with the exception of those working in a confidential capacity (e.g., counselors, rape crisis advocates, medical providers, and clergy), who learn of discrimination, harassment or gender-based misconduct are also required to report. The most recent [annual report](#) from the Office of Institutional Equity describes the Office's work to prevent and respond to discrimination, discriminatory harassment, and gender-based misconduct.

To encourage reporting, the University maintains and enforces a [policy](#) prohibiting retaliation against those who report compliance or ethics concerns in good faith.

Efforts to Ensure Compliance

Since the University entered into the Resolution Agreement, it has undertaken significant efforts to ensure continued compliance with anti-discrimination laws throughout the University. For example, the University has built upon existing compliance efforts by regularly meeting with offices and stakeholders across the University to ensure that the University's programs and activities comply with federal anti-discrimination law. These meetings reinforce University employees' understanding of their obligations to comply with anti-discrimination law, and what those obligations entail. The University works with schools, programs, and departments to revise policies and practices to ensure that University programs and activities are occurring consistent with anti-discrimination law. The University's guidance consistently emphasizes that no benefits or advantages may be provided to individuals on the basis of protected characteristics, and that University programs must be open to individuals without regard to protected characteristics.

The University's efforts have included:

- Sending centralized written nondiscrimination compliance guidance to Deans, Senior Business Officers, and central Administrative Department Heads. These

campus leaders further disseminate the guidance within their respective units to ensure continued compliance of the University's operations with the law;

- Engaging in a school-by-school evaluation process to ensure all programs and operations comply with anti-discrimination law;
- Meeting with schools and programs periodically to review policies and practices regarding student-focused activities, including student organizations;
- Reviewing the work of offices and programs that focus on efforts that may relate to “diversity, equity, and inclusion” (“DEI”) to confirm that their work accurately reflects the University's current policies consistent with the law;
- Conducting a review of scholarships and financial aid practices across the University, as well as providing training to development officers on the post-*Students for Fair Admissions v. Harvard College* landscape;
- Working with the Office of the Provost to review faculty hiring practices and issue a new Guide to Best Practices in Faculty Search and Hiring;
- Ensuring that non-academic University components understand the application of anti-discrimination law to their departments; and
- Conducting a review of University webpages and working to revise webpages that do not reflect the University's current policies and practices.

The University will continue to provide guidance across its community as part of its ongoing efforts to regularly review and consider developments (including newly issued judicial decisions and agency guidance) relevant to compliance with federal anti-discrimination law.

Report	Evidence #	Evidence
2026.10.01	15.1	Notice of Nondiscrimination: https://universitypolicies.columbia.edu/content/notice-nondiscrimination
2026.10.01	15.2	Nondiscrimination Statement and Policy: https://facultyhandbook.columbia.edu/content/columbia-universitys-non-discrimination-statement-and-policy
2026.10.01	15.3	2025 Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students: https://institutionalequity.columbia.edu/sites/institutionalequity.columbia.edu/files/content/Documents/Policies/Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students.pdf (dated September 30, 2025)

Report	Evidence #	Evidence
2026.10.01	15.4	2026 Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Faculty and Staff: https://institutionalequity.columbia.edu/sites/institutionalequity.columbia.edu/files/content/Documents/Policies/ANTI-DISCRIMINATION_AND_DISCRIMINATORY_HARASSMENT_POLICIES_and_PROCEDURES_FOR_FACULTY_and_STAFF.pdf (dated April 10, 2026)
2026.10.01	15.5	Your Guide to Key University Policies (September 28, 2026): https://universitylife.columbia.edu/news/your-guide-key-university-policies-0
2026.10.01	15.6	Office of Institutional Equity Title VI and New York Anti-Sexual Harassment Trainings: https://institutionalequity.columbia.edu/content/training-education
2026.10.01	15.7	Reporting mechanism through Office of Institutional Equity: https://institutionalequity.columbia.edu/
2026.10.01	15.8	Compliance Hotline: https://compliance.columbia.edu/hotline
2026.10.01	15.9	Office of Institutional Equity Annual Reports: https://institutionalequity.columbia.edu/content/annual-reports
2026.10.01	15.10	University Non-Retaliation Policy: https://universitypolicies.columbia.edu/content/columbia-university-non-retaliation-policy

RA Paragraph 16: Merit-based admissions

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

16. Columbia shall maintain merit-based admissions policies. Columbia may not, by any means, unlawfully preference applicants based on race, color, or national origin in admissions throughout its programs. No proxy for racial admission will be implemented or maintained. Columbia may not use personal statements, diversity narratives, or any applicant reference to racial identity as a means to introduce or justify discrimination.

Response:

Following the Supreme Court's decision in *Students for Fair Admissions v. Harvard College (SFFA)*, the University devoted significant resources towards realigning its admissions practices with governing law. Specifically, once *SFFA* was decided, the University held meetings with admissions staff across schools to help them understand the new admissions framework and come into compliance with the decision, and put policies into place to make answers to application questions soliciting an applicant's race and ethnicity invisible to those involved in admissions decision-making. In addition, starting in August 2023, the University has distributed written guidance annually, and also provided annual trainings to its admissions officers and staff to facilitate ongoing compliance with *SFFA*.

After the University entered into the Resolution Agreement in July 2025, the University took significant steps to reconfirm that all admissions programs comply with federal anti-discrimination law and constitute merit-based admissions programs in accordance with Paragraph 16 of the Resolution Agreement. In addition to providing new written guidance and training, the University also conducted a review of each admissions team's policies and practices prior to the beginning of the 2025-2026 admissions cycle, including meeting individually with every admissions team across the University to ensure compliance with Paragraph 16 of the Resolution Agreement. The University continues to advise admissions offices and review proposed changes to admissions programs on an ongoing basis to maintain compliance.

RA Paragraph 18: Admissions data

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

18. Columbia shall provide the Resolution Monitor and the United States with admissions data consistent with 34 C.F.R. § 100.6 and similar regulations showing both rejected and admitted students broken down by race, color, grade point average, and performance on standardized tests, in a form permitting appropriate statistical analyses by October 1 of each year of the Agreement. Admissions data will also be subjected to a comprehensive audit by the Resolution Monitor. Non-individualized, statistical information regarding enrolled students shall be made available to the public each year for the Term of the Agreement, including the composition of the class broken down by race, color, national origin, grade point average, and performance on standardized tests.

Response:

In the summer of each year, Columbia publishes admissions data for that year's entering class through the [Common Data Set](#) (CDS). Columbia complies with the admissions data collection and reporting requirements of the Integrated Postsecondary Education Data System (IPEDS) and the New York State Education Department (NYSED). The University's compliance with IPEDS and NYSED reporting intersect with its compliance with Paragraph 18 of the Resolution Agreement. The University will continue to provide the Monitor with the data required by the Resolution Agreement.

Report	Evidence #	Evidence
2026.10.01	18.1	Common Data Set (CDS): https://opir.columbia.edu/cds

RA Paragraph 19: Faculty and admin merit-based appointments

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

19. Columbia shall provide that all hiring and promotion practices for faculty and administrative roles are grounded solely in individual qualifications and academic and professional merit, and shall not use of race, color, sex, or national origin as a factor—implicit or explicit—in hiring decisions across all schools, departments, and programs. The use of indirect methods or criteria that serve as a substitute for race conscious hiring or promotion practices is also prohibited. Nor may Columbia use personal statements, diversity narratives, or any applicant reference to racial identity as a means to introduce or justify discriminatory practices in hiring or promotion. All data related to faculty and administrative staff hiring and promotion practices shall be shared with the Resolution Monitor by July 15 every year for the term of the Agreement. Hiring data will also be subjected to a comprehensive audit by the Resolution Monitor.

Response:

Columbia's policies, procedures, and trainings, as well as electronic tracking platforms, function as a coordinated and integrated framework and system. They standardize implementation and ensure consistent compliance to affirm that hiring and promotion practices for faculty and administrative roles are grounded in individual qualifications and academic and professional merit.

The Division of Equal Opportunity Compliance and Recruitment within the Office of Institutional Equity released its updated [Academic Search and Recruiting \(ASR\) Policies, Procedures and Practices](#) in September 2026. ASR is Columbia's Interfolio applicant tracking system and the system of record for all full-time academic hires at Columbia University. It is used to post job announcements/descriptions, view submitted resumes, and screen and track applicants.

The University's Academic Search and Recruiting Policies, Procedures and Practices provides, and training reinforces, that it is unlawful to preference any applicant or employee on the basis of protected characteristics such as race, color, sex, national origin, or religion. Hiring, promotion, and compensation decisions should be based on candidates' skills, experiences, knowledge, qualifications, and other competencies related to job performance—not protected characteristics. These policies apply to all academic searches.

Academic Search and Recruiting Policies, Procedures and Practices apply to all full-time academic personnel decisions, including recruitment, hiring, and promotion.

Academic Search and Recruiting Policy highlights include:

- While these policies and procedures have been established to comply with federal law, they reflect the University's commitment to equal opportunity and nondiscrimination and its recognition that its educational mission is enhanced by policies promoting merit-based hiring, fairness, and respect for all persons (p. 2).
- Search committee members (evaluators), Committee Managers, and Unit Administrators do not have access to individual level applicant EEO data, and it will not be released to any department or administrator (p. 4).
- "Columbia University is an Equal Opportunity Employer / Disability / Veteran" is locked into all applicant tracking system templates and must be included in any third-party advertisement copy.
- Academic job postings cannot require, recommend, or consider diversity statements as a part of the recruitment process. Departments cannot allow applicants to upload diversity statements as an optional document or ask candidates to address the topic within their cover letter (p. 7).
- The Standard Search and Evaluation Procedures or SSEP (p. 5) translate policies and legal requirements into a structured, step-by-step framework to promote consistent adherence to best practices and ensure compliance.

Academic Search and Recruiting Policies, Procedures and Practices web-based asynchronous mandatory training launched in the 2025-2026 academic year. Failure to complete the training results in users losing access to ASR. The ASR training remains in each assignee's electronic learning platform and is accessible to them for review as needed. The ASR written policy document is accessible on the Office of Institutional Equity's policy page. Communication of the policy is supplemented in a number of ways, including through a bi-monthly ASR newsletter which has conveyed to system users that diversity statements are prohibited and has emphasized that Columbia University is a merit-based employer.

Columbia has reinforced and further operationalized long-standing, merit-based hiring and promotion standards for administrative staff through policy, process controls, and oversight—practices that are well-established and continue to guide decision-making across schools and departments. University hiring guidance and the HR Manager Toolkit direct units to make hiring and promotion decisions anchored in professional qualifications, track record, and performance, using consistent, job-related criteria throughout recruitment and evaluation.

The hiring and promotion practices and standards outlined below form the foundation of required policies.

- The [Recruitment and Administrative Hiring Policy](#) establishes baseline requirements for recruiting and hiring administrative staff (non-academic) positions.
- Columbia University's [HR Manager Toolkit](#) is a central resource site that helps managers and HR partners navigate hiring, recruitment, and performance management consistently and in line with University requirements, walking managers through posting, screening, selection, onboarding, and the year-round performance management process, while reinforcing decisions anchored in professional qualifications, track record, and performance.
- A web-based training course titled "Hiring and Promotion Policy Briefing" created by the University's Human Resources and Equal Opportunity Compliance and Recruitment team (within the Office of Institutional Equity) communicates reminders about Columbia's recruitment, hiring and promotion policies and is strongly recommended to relevant personnel.

The resources and policies listed below augment this foundational framework, extending its application and supporting consistent implementation.

The University provided the required data to the Monitor on the required timeline and will continue to do so.

Report	Evidence #	Evidence
2026.10.01	19.1	2026 Academic Search and Recruiting (ASR) Policies, Procedures and Practices: https://institutionalequity.columbia.edu/sites/institutionalequity.columbia.edu/files/content/Documents/Policies/Academic_Search_and_Recruiting_Policies_Procedures_and_Practices.pdf (dated: September 10, 2026)
2026.10.01	19.2	Recruitment and Administrative Hiring Policy: https://universitypolicies.columbia.edu/content/recruitment-and-administrative-hiring-policy
2026.10.01	19.3	HR Manager Toolkit: https://humanresources.columbia.edu/toolkit

Report	Evidence #	Evidence
2026.10.01	19.4	2026 Anti-Discrimination and Discriminatory Harassment Policies and Procedures for Faculty and Staff: https://institutionalequity.columbia.edu/sites/institutionalequity.columbia.edu/files/content/Documents/Policies/ANTI-DISCRIMINATION_AND_DISCRIMINATORY_HARASSMENT_POLICIES_and_PROCEDURES_FOR_FACULTY_and_STAFF.pdf (dated: April 10, 2026)
2026.10.01	19.5	Statement of Ethical Conduct and the Administrative Code of Conduct: https://universitypolicies.columbia.edu/content/statement-ethical-conduct-and-administrative-code-conduct
2026.10.01	19.6	Careers at Columbia: https://opportunities.columbia.edu/jobs/search
2026.10.01	19.7	Pay Policy: https://universitypolicies.columbia.edu/content/pay-policy
2026.10.01	19.8	Starting Salaries and Range Structure: https://universitypolicies.columbia.edu/content/starting-salaries-and-range-structure
2026.10.01	19.9	Salary Changes and Adjustments: https://universitypolicies.columbia.edu/content/salary-changes-and-adjustments
2026.10.01	19.10	Faculty Handbook: https://facultyhandbook.columbia.edu/

RA Paragraph 20: Title IX obligations

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

20. Columbia will uphold its commitment to Title IX of the Education Amendments of 1972 by providing safe and fair opportunities for women including single-sex housing for women who request such housing and all-female sports, locker rooms, and showering facilities.

Response:

Columbia complies with all Title IX obligations and will continue to provide any women who request it with single-sex housing, as well as all-female locker rooms and showering facilities. Columbia follows all NCAA policies regarding all-female participation in varsity sports.

RA Paragraph 21: International student applicants

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

21. Columbia will undertake a comprehensive review of its international admissions processes and policies and will ensure that international student-applicants are asked questions designed to elicit their reasons for wishing to study in the United States.

Response:

Columbia has undertaken a comprehensive review of its international student admissions policies and processes. Admissions for both domestic and international students are considered under each school's set of academic standards, criteria and requirements. Schools have added questions to their 2027-2028 applications that elicit reasons why international students are interested in studying in the United States. The activities, trainings, and programs described in response to Paragraph 22 complement and advance this framework. Columbia's admissions policies and processes comply with the law.

Sample international student applicant question:

Why do you want to study in the United States?

RA Paragraph 22: Student commitment and training on civil discourse; steps to decrease dependence on international student enrollment

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

22. Processes will be established to provide that all students, international and domestic, are committed to the longstanding traditions of American universities, including civil discourse, free inquiry, open debate, and the fundamental values of equality and respect. Students will also agree not to engage in discrimination, harassment, and other violations of Columbia policy. Columbia will also develop training materials to socialize all students to campus norms and values more broadly. The Resolution Monitor shall review such processes by October 1, 2025, and regularly thereafter. Moreover, Columbia will examine its business model and take steps to decrease financial dependence on international student enrollment. The reforms should be made durable by adoption of any necessary organizational and personnel changes.

Response:

Columbia maintains a coordinated set of trainings, policies, and accountability mechanisms to ensure that all students—international and domestic—are educated about, supported in, and committed to the longstanding traditions of American higher education. These traditions include civil discourse, free inquiry, open debate, and the fundamental values of equality and respect, alongside a clear expectation that students will not engage in discrimination, harassment, or other policy violations.

This framework advances the University’s core educational mission, grounded in academic freedom, and operates in a deliberate sequence: education and socialization through required training; articulation of behavioral standards through policy; formal accountability through established procedures; and documented commitment through attestation.

Required trainings operate in tandem with institutional policies and procedures and are designed to socialize students and student groups to campus norms and values as a condition of participation in the University community. Columbia’s trainings and policies reinforce each other and the University’s values. Required training on the [Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students](#), including Title VI content and addressing antisemitism, has been incorporated into

student orientations across all schools. The University also delivers coordinated required and supplemental educational offerings that address topics including dialogue across difference, listening and communication skills, navigating difficult conversations, and engagement across ideological, cultural, and religious differences. Participation in the [Community Citizenship Initiative \(CCI\)](#) is a requirement for incoming students with ever-increasing content options. CCI represents a structural embedding of shared expectations for civil discourse and inclusion, establishing norms for respectful engagement and belonging across differing perspectives and identities. In the fall of 2026, all Columbia students will be required to complete training focused on Title VI (mandated by new state law 129A), as well as the importance of committing to civil discourse, free inquiry, open debate, and the fundamental values of equality and respect. Building on and complementing these efforts, Columbia continues to partner with internal and external experts to innovate and expand sustained and institutionalized training initiatives focused on combatting antisemitism, anti-Muslim and anti-Arab hate, racism, and all types of discrimination, and reinforcing dialogue across difference broadly. Examples include University Life's [Courageous Conversations](#) and many local, school-based programs, which are embedded in orientation and school-specific curricula more broadly.

Columbia maintains a comprehensive policy and oversight structure governing conduct, nondiscrimination, and accountability that applies to both individual students and recognized student groups. This framework spans and is administered through the [Office of Institutional Equity](#), [Rules of University Conduct*](#), [Center for Student Success and Intervention](#), and the [Student Group Accountability Policy](#).

In order to strengthen the consistency and effectiveness of anti-discrimination efforts, many core functions within this domain have been consolidated into the [Office of Institutional Equity \(OIE\)](#), which the University has supported through expanded staffing and the addition of a dedicated Title VI coordinator who began work in early March 2026. These augmentations represent durable organizational change designed to ensure consistent, fair, and timely handling of discrimination and harassment reports.

A key aspect of Columbia's identity is that it has long been a home to the best minds from around the world. That pursuit of international excellence remains a critical part of our mission. But in a moment of global challenge and political and institutional uncertainty, it has been imperative that Columbia conduct a comprehensive strategic analysis of its business model, which, in some areas, includes a reliance on international student enrollment for financial stability. Columbia has sought to address this reliance across schools, by continuing to build on existing strengths and strategic priorities while exploring new areas for national and local growth, such as expanded non-degree offerings as well as new degree programs in emerging fields. Lifelong learning and executive education are also important areas of focus and continued

development. Pipeline and pathway initiatives introduce local and domestic students to Columbia's programs through high school experiences and encourage continued academic progression from bachelor's to master's study through 4+1 opportunities.

Many schools have broadened domestic outreach efforts, including targeted travel to priority regions, increased engagement with applicants and counselors, and the development of new collaborations with domestic partner institutions. Some have expanded domestic scholarship packages and financial aid communications, including email campaigns, webinars, and individual support. Robust efforts related to international students continue to affirm their valued place in the University community, with expanded support services from the International Students and Scholars Office complementing and strengthening school-based efforts as students navigate the evolving regulatory landscape relevant to studying in the United States. The [Office of the Vice Provost for Campus Integration](#), launched in January 2026, continues to build on and advance the University's strategic priorities across many domains including academic programming with cross-school, lifelong learning opportunities as a substantial area of focus.

Sample student attestation:

As a member of the Columbia community I am committed to civil discourse, free inquiry, open debate, equality and respect. I agree not to engage in discrimination and harassment as consistent with University policies and to comply with all other University policies.

Report	Evidence #	Evidence
2026.10.01	22.1	2025 Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students: https://institutionalequity.columbia.edu/sites/institutionalequity.columbia.edu/files/content/Documents/Policies/Anti-Discrimination_and_Discriminatory_Harassment_Policy_and_Procedures_for_Students.pdf (dated September 30, 2025)
2026.10.01	22.2	Community Citizenship Initiative (CCI): https://universitylife.columbia.edu/CCI
2026.10.01	22.3	Courageous Conversations: https://universitylife.columbia.edu/events/courageous-conversations
2026.10.01	22.4	Office of Institutional Equity (OIE): https://institutionalequity.columbia.edu/

Report	Evidence #	Evidence
2026.10.01	22.5	* Rules of University Conduct (published separately but exist within the University Charters and Statutes as the primary and official source): https://universitypolicies.columbia.edu/content/rules-university-conduct
2026.10.01	22.6	Center for Student Success and Intervention (CSSI): https://cssi.columbia.edu/
2026.10.01	22.7	2026 Student Group Accountability Policy (August 2026): https://cssi.columbia.edu/content/student-group-accountability-policy-1
2026.10.01	22.8	Office of the Vice Provost for Campus Integration: https://provost.columbia.edu/content/office-vice-provost-campus-integration
2026.10.01	22.9	Pre-orientation training: https://universitylife.columbia.edu/welcome-columbia-pre-orientation-tutorials
2026.10.01	22.10	OIE training and education: https://institutionalequity.columbia.edu/content/training-education
2026.10.01	22.11	Advancing Columbia University's Work to Combat Antisemitism: https://www.columbia.edu/content/combating-antisemitism
2026.10.01	22.12	Title IX and Related Misconduct Policy and Procedures for Students: https://genderbasedmisconduct.columbia.edu/content/title-ix-related-misconduct-policy-and-procedures-students
2026.10.01	22.13	Policy and Notice of Nondiscrimination with Respect to Participants and Beneficiaries of Columbia University Programs: https://institutionalequity.columbia.edu/sites/institutionalequity.columbia.edu/files/content/ASR Communications/Non-Discrimination Policy for Program Participants and Language Access Plan.pdf
2026.10.01	22.14	Notice of Nondiscrimination: https://universitypolicies.columbia.edu/content/notice-nondiscrimination
2026.10.01	22.15	Standards and Discipline: https://cssi.columbia.edu/content/learn-about-policies (dated September 28, 2026)
2026.10.01	22.16	Statement of Ethical Conduct and the Administrative Code of Conduct: https://universitypolicies.columbia.edu/content/statement-ethical-conduct-and-administrative-code-conduct
2026.10.01	22.17	Lifelong Learning: https://lifelonglearning.columbia.edu/

RA Paragraph 23: Student and Exchange Visitor Program

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

23. Columbia will comply with all legal requirements related to the Student and Exchange Visitor Program ("SEVIS" Program) and comply with all requests for immigration information consistent with the requirements of the program. Columbia will promptly provide the United States, upon request, with all disciplinary actions involving student visa-holders resulting in expulsions or suspensions, and arrest records that Columbia is aware of for criminal activity, including trespass or other violation of law, to the extent permitted by FERPA. Disciplinary actions will be determined without regard to immigration status. The University will provide the Resolution Monitor with anonymized statistical data sufficient to evaluate compliance with the foregoing sentence.

Response:

Columbia complies, and will continue to comply, with all legal and reporting requirements under the Student and Exchange Visitor Program. In order for students in the F and M visa category to participate in the Student and Exchange Visitor Program, the University has certain legal obligations and reporting requirements, including to update information in the Student and Exchange Visitor Information System (SEVIS). Participants are informed about these reporting requirements in advance and must consent to them in order to obtain a Form I-20 to participate in the program. Disciplinary actions are, and will continue to be, determined without regard to immigration status, as stated in the [University Charters and Statutes](#) (p. 157) and [Rules of University Conduct](#)* website.

Report	Evidence #	Evidence
2026.10.01	23.1	University Charters and Statutes (p. 157; August 2026): https://secretary.columbia.edu/content/governing-documents
2026.10.01	23.2	* Rules of University Conduct (published separately but exist within the University Charters and Statutes as the primary and official source): https://universitypolicies.columbia.edu/content/rules-university-conduct

Report	Evidence #	Evidence
2026.10.01	23.3	Columbia's International Students & Scholars Office: https://isso.columbia.edu/
2026.10.01	23.4	Immigration Resources: https://immigration.columbia.edu/

RA Paragraph 24: Foreign gifts

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

24. Columbia will comply with all foreign gift and contract reporting obligations, including under Section 117 of the Higher Education Act. Columbia will comply with reasonable and lawful requests from the United States for information related to foreign funding sources.

Response:

Columbia has reviewed its policies and procedures on foreign gifts. Columbia complies with all relevant laws, regulations, and reporting obligations, and will continue to do so.

RA Paragraph 25: Sanctions enforcement, anti-money laundering, and prevention of terrorist financing

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

25. Columbia will, as needed, engage experts on laws and regulations regarding sanctions enforcement, anti-money laundering, and prevention of terrorist financing (including laws and regulations applicable to sanctioned countries and individuals) and will adopt, modify and enforce policies and procedures designed to ensure compliance with such laws and regulations applicable to Columbia.

Response:

Columbia maintains a framework of policies and procedures to comply with regulations regarding sanctions enforcement, anti-money laundering, and prevention of terrorist financing (including laws and regulations applicable to sanctioned countries and individuals). Columbia complies with all relevant laws, regulations, and reporting obligations, and will continue to do so.

RA Paragraph 26: University Judicial Board (UJB)

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

26. As Columbia understands the critical importance of the effectiveness and impartiality of its disciplinary processes outlined in Columbia's announcement on March 21, 2025, to ensure an efficient and fair process for student discipline and the right to a safe and nondiscriminatory educational environment, Columbia's UJB and rules process will be housed in and administered by the Office of the Provost. Each UJB panel will be comprised solely of faculty and administrative staff members. All panel members will undergo a rigorous vetting and conflict review process to ensure objectivity, impartiality, and a commitment to following and enforcing Columbia's rules and policies. The Provost will have final approval of all panel members and appellate Deans. Final determination of appeals of disciplinary decisions will remain with the University President. The University will not provide the UJB panel members with information about respondents' immigration status and the UJB will not consider respondents' immigration status in its deliberation or sanctioning.

Response:

The [University Charters and Statutes](#) were revised to incorporate the policies and procedures required by Paragraph 26 of the Resolution Agreement. Columbia has [communicated](#) these [changes](#) to the campus community, and [implemented](#) them in a consistent, diligent, and prompt manner.

The University Judicial Board (UJB) and Rules process are now housed in and administered by the Office of the Provost. Each UJB panel is comprised solely of faculty and administrative staff members. All panel members undergo a rigorous vetting and conflict review process to ensure objectivity, impartiality, and a commitment to following and enforcing Columbia's rules and policies. The Provost has final approval of all panel members and appellate Deans. Final determination of appeals of disciplinary decisions will remain with the University President. The University does not provide the UJB panel members with information about respondents' immigration status and the UJB may not consider respondents' immigration status in its deliberation or sanctioning.

Of note, in the 2025-2026 academic year, none of the demonstrations that took place at University facilities or University-sponsored activities led to charges of Rules violations.

Report	Evidence #	Evidence
2026.10.01	26.1	University Charters and Statutes (August 2026): https://secretary.columbia.edu/content/governing-documents
2026.10.01	26.2	Updates to the Rules of University Conduct: https://rules.columbia.edu/content/updates-rules-administrator
2026.10.01	26.3	Changes to the University Judicial Board (UJB) process: https://secretary.columbia.edu/news/trustee-actions-university-judicial-board-and-rules-process
2026.10.01	26.4	Redesigned Office of Rules Administration website: https://rules.columbia.edu/
2026.10.01	26.5	Office of Rules Administration Annual Report 2025-2026: https://rules.columbia.edu/content/annual-reports
2026.10.01	26.6	New Office of Rules Administration Frequently Asked Questions (FAQ): https://rules.columbia.edu/content/frequently-asked-questions

RA Paragraph 27: University demonstration policies

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

27. Consistent with Columbia's March 21, 2025 commitments, Columbia shall maintain the following University policies and rules:

- A. Demonstrations and other protest activities that occur inside academic buildings and places where academic activities take place present a direct impediment to maintaining Columbia's core academic mission. Such protests in academic buildings, and other places necessary for the conduct of University activities, are not acceptable under the Rules of University Conduct because of the likelihood of disrupting academic activities.
- B. All demonstration activity is subject to the University's anti-discrimination and anti-harassment policies.
- C. All individuals who engage in protests or demonstrations, including those who wear face masks or face coverings must, when asked, present their University identification to the satisfaction of a University delegate or Public Safety Officer. Individuals who fail to comply with these policies will be subject to discipline, being escorted off campus, and detention for trespass where appropriate.
- D. Face masks or face coverings are not allowed for the purpose of concealing one's identity in the commission of violations of University policies or state, municipal, or federal laws. Face masks or face coverings are always allowed for religious or medical reasons.
- E. Student groups are subject to discipline for discriminatory conduct or other violations of University policy. Columbia's Office of Institutional Equity will enforce existing policy and processes for discipline of all student groups stemming from discriminatory conduct and retains the ability to sanction student groups for discriminatory conduct including by defunding, suspending, or derecognizing them. The Office of University Life will enforce existing policy and processes for discipline of student groups unrelated to claims of discriminatory conduct, and retains the ability to defund, suspend, or de-recognize groups in the event of a violation.

Response:

Columbia maintains the policies and rules referenced in Paragraph 27 of the Agreement. The [University Charters and Statutes](#) have been revised to reflect these policies and rules, all of which have been fully implemented and embedded in practice.

a. Demonstrations and other protest activities that occur inside academic buildings are not acceptable and are subject to disciplinary processes under the [Rules of University Conduct](#)*.

b. Any discriminatory conduct that occurs at a demonstration is subject to the University's Anti-Discrimination and Discriminatory Harassment Policies. The [Office of](#)

[Institutional Equity \(OIE\)](#) oversees the review, investigation, and resolution of all reports of discrimination and discriminatory harassment in accordance with the [Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students](#), which applies to students and Recognized Student Groups.

c. & d. Columbia has established policies and procedures ([27.2](#), [27.5](#), [27.6](#)) regarding masking and required identification expectations, including disciplinary repercussions for noncompliance.

e. All students and student groups are governed by, and held accountable to, University policy ([27.7](#), [27.8](#), [27.9](#)).

OIE administers the Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students, which govern the conduct of both students and Recognized Student Groups. The Policy and Procedures outline potential sanctions for Recognized Student Groups that violate the Policy. OIE's [2025-2026 Annual Report](#) offers a comprehensive year-end summary of its work, including this policy.

The [Center for Student Success and Intervention](#) (CSSI) enforces existing policy and processes for discipline of student groups unrelated to claims of discriminatory conduct. In the 2025-2026 academic year, CSSI formally implemented the [Student Group Accountability Review Board](#) (SGARB) process, a comprehensive framework designed to promote transparency, fairness, and shared responsibility across the student organization community. The [Student Group Accountability Policy](#) outlines potential sanctions for Recognized Student Groups.

Report	Evidence #	Evidence
2026.10.01	27.1	University Charters and Statutes (August 2026): https://secretary.columbia.edu/content/governing-documents
2026.10.01	27.2	* Rules of University Conduct (published separately but exist within the University Charters and Statutes as the primary and official source): https://universitypolicies.columbia.edu/content/rules-university-conduct
2026.10.01	27.3	Office of Institutional Equity (OIE): https://institutionalequity.columbia.edu/

Report	Evidence #	Evidence
2026.10.01	27.4	2025 Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students: https://institutionalequity.columbia.edu/sites/institutionalequity.columbia.edu/files/content/Documents/Policies/Anti-Discrimination and Discriminatory Harassment Policy and Procedures for Students.pdf (dated September 30, 2025)
2026.10.01	27.5	University Statement on Public Safety, April 1, 2025: https://publicsafety.columbia.edu/news/public-safety-update-special-patrol-officers-masking-and-identification
2026.10.01	27.6	Policy Regarding Face Masks or Face Coverings on Campus: https://publicsafety.columbia.edu/content/policy-regarding-face-masks-or-face-coverings-campus
2026.10.01	27.7	Policies for Students: https://universitypolicies.columbia.edu/students
2026.10.01	27.8	Your Guide to Key University Policies (September 28, 2026): https://universitylife.columbia.edu/news/your-guide-key-university-policies-0
2026.10.01	27.9	Standards and Discipline: https://cssi.columbia.edu/content/learn-about-policies (dated September 28, 2026)
2026.10.01	27.10	Office of Institutional Equity (OIE) Annual Report 2025-2026: https://institutionalequity.columbia.edu/content/annual-reports
2026.10.01	27.11	Center for Student Success and Intervention (CSSI): https://cssi.columbia.edu/
2026.10.01	27.12	Student Group Accountability Review Board (SGARB): https://cssi.columbia.edu/content/student-group-accountability-review-board
2026.10.01	27.13	2026 Student Group Accountability Policy: https://cssi.columbia.edu/content/student-group-accountability-policy-1
2026.10.01	27.14	Redesigned Office of Rules Administration website: https://rules.columbia.edu/

RA Paragraph 28: Disciplinary rules and policies without regard to identity or ideology

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

28. Columbia will impartially implement and apply University rules and policies, including prompt and consistent enforcement of disciplinary rules and policies without regard to identity or ideology.

Response:

The [Rules of University Conduct](#)* are impartially implemented, promptly and consistently enforced without regard to identity or ideology, and content neutral. The [University Charters and Statutes](#) affirm that enforcement of the Rules is content-neutral. The [Office of Rules Administration 2025-2026 Annual Report](#), the [Office of Rules Administration website](#), and University announcements communicate and clearly demonstrate full implementation, addressing each component in a comprehensive and documented manner.

Report	Evidence #	Evidence
2026.10.01	28.1	* Rules of University Conduct (published separately but exist within the University Charters and Statutes as the primary and official source): https://universitypolicies.columbia.edu/content/rules-university-conduct
2026.10.01	28.2	University Charters and Statutes (August 2026): https://secretary.columbia.edu/content/governing-documents
2026.10.01	28.3	The Office of Rules Administration Annual Report 2025-2026: https://rules.columbia.edu/content/annual-reports
2026.10.01	28.4	Redesigned Office of Rules Administration website: https://rules.columbia.edu

RA Paragraph 29: Institution-wide policies on harassment & discrimination under Title VI

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

29. Columbia will evenly implement its institution-wide policies on harassment and discrimination under Title VI.

Response:

Columbia has devoted significant attention, strategic focus, and resources to evenly implement its institution-wide policies on harassment and discrimination under Title VI. The [Office of Institutional Equity \(OIE\)](#) serves as the University's central office for addressing all reports of discrimination and discriminatory harassment. Columbia has consolidated and centralized core areas of these responsibilities within OIE, expanded staff including creating the role of a Title VI Coordinator, and refined its internal organizational structure. The Title VI Coordinator began work early in March 2026.

Other highlights reflect progress in the key areas of policy enhancement, structured collaboration, and institutional transparency. OIE actively collaborates and meets regularly with academic leadership as well as with all other units at the University that support students and student groups to ensure coordinated practice with respect to wellness, safety, residence life, and the Rules of University Conduct. [OIE's 2025-2026 Annual Report](#) offers a comprehensive year-end summary capturing the scope of recent efforts and progress in strengthening Columbia University's institutional equity framework by expanding Case Management services, enhancing cross-divisional collaboration, revising University policies, broadening prevention and educational programming, strengthening compliance efforts, and improving institutional data reporting and analytics. It also summarizes the scope and impact of OIE's work in supporting students, faculty, and staff and advancing an inclusive, respectful, and nondiscriminatory campus environment. These efforts collectively reflect durable organizational change designed to ensure a fair, consistent, and coordinated institutional approach, as well as timely handling of all reports of discrimination and discriminatory harassment.

Columbia’s approach to implementing its institution-wide policies on harassment and discrimination under Title VI has been effective: compared with the previous academic year, in 2025-2026 OIE experienced a 32% decrease in Incident Reports and a 27% decrease in Cases, along with an overall decline in Allegations. Reports involving allegations of antisemitism, anti-Arab discrimination, anti-Muslim discrimination, anti-Palestinian discrimination, and Islamophobia also declined following elevated reporting in the prior two academic years.

Report	Evidence #	Evidence
2026.10.01	29.1	Office of Institutional Equity (OIE): https://institutionalequity.columbia.edu/
2026.10.01	29.2	Office of Institutional Equity (OIE) Annual Report 2025-2026: https://institutionalequity.columbia.edu/content/annual-reports
2026.10.01	29.3	Title VI training for faculty and staff: https://institutionalequity.columbia.edu/content/training-education

RA Paragraph 30: Employee trainings relevant to RA obligations

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

30. Columbia shall ensure that its trainings for employees covers Columbia's relevant obligations under this Agreement.

Response:

Training is a core requirement for Columbia employees and integral to institutional effectiveness. The University maintains a comprehensive training portfolio across all populations, domains, and topics — including [human resources](#), [finance](#), [research](#), and [anti-discrimination](#) — with both institution-wide and role-specific requirements. Trainings were revised to include the requirements of the Resolution Agreement and are regularly assessed and updated to reflect evolving legal and regulatory standards and best practices. Within this vast library, numerous employee trainings are relevant to obligations under the Resolution Agreement. Key examples include anti-discrimination, search and hiring, student and student group conduct, public safety, and instructional development.

[Mandatory Title VI & New York Annual Anti-Sexual Harassment Training](#): The Office of Institutional Equity (OIE) requires employees to complete mandatory online training. All employees — including faculty, staff, researchers, librarians, contractors, and student workers — must complete the Title VI training, which addresses the following topics: what Title VI is and how Title VI issues arise at the University; the prohibition against discrimination and discriminatory harassment based on protected characteristics, specifically race, color, or national origin; employees' duties around reporting and addressing potential discrimination and discriminatory harassment; and institutional response procedures. The anti-sexual harassment training covers the following topics: the definition of sexual harassment and related discriminatory conduct; what policies govern sexual harassment and related discriminatory conduct; the University's prohibited relationship policies; employees' duties around reporting and addressing prohibited conduct; and confidential resources for students, faculty, and staff. During the 2025-2026 academic year, OIE's Training and Education Division delivered additional programs addressing University policies, including recruitment committee best

practices, and facilitated individual and group processes to informally resolve matters reported to OIE ([Office of Institutional Equity 2025-2026 Annual Report](#), pp. 47-48).

OIE's Division of Equal Opportunity Compliance and Recruitment launched its updated Academic Search and Recruiting (ASR) Policies, Procedures, and Practices mandatory web-based training in the 2025-2026 academic year. The training addresses equal opportunity obligations, anti-discrimination compliance in faculty hiring, structured evaluation processes, and translation of legal and policy requirements into operational procedures. The written [ASR Policies, Procedures, and Practices document](#) is available on the [OIE Policies webpage](#).

Student Group Conduct & Group Oversight Training: Employees who work with and oversee student and student group activities, including advisors and student-facing professionals, complete required trainings designed both to inform their own responsibilities and to equip them to guide students on University conduct policies, consistent with the [Student Group Accountability Policy](#).

Delegate Training: Delegates authorized to enforce the [Rules of University Conduct](#)* are trained on the Rules, enforcement authority, warning issuance, violation complaint procedures, conflict management, de-escalation and additional professional skills.

[Public Safety & Special Patrol Officer Training:](#) Columbia has expanded its Public Safety force to include at least 36 Special Patrol Officers [credentialed under New York law](#). Special Patrol Officers complete a 162-hour New York State-approved training program prior to credentialing, and all new public safety officers undergo 80-120 hours of onboarding covering legal, ethical, and operational standards. Ongoing and specialized trainings include International Association of Campus Law Enforcement Administrators first-line supervisor training; Anti-Defamation League antisemitism awareness; conflict management and negotiation; arrest and use-of-force protocols; crowd management and protest response; fair and impartial policing; hate crimes recognition and reporting; unconscious bias and racial profiling; and crisis intervention and de-escalation.

Center for Teaching and Learning (CTL): CTL [hosts sessions](#) for faculty and teaching assistants on constructive dialogue and inclusive teaching. CTL has implemented a [Pluralism in Action](#) initiative, which provides instructors with practical tools to cultivate classroom environments where diverse perspectives are freely and openly shared, and students who disagree with one another can listen to and learn from each other as they develop their understanding of complex topics.

Report	Evidence #	Evidence
2026.10.01	30.1	Human resource trainings: https://humanresources.columbia.edu/content/training-and-courses
2026.10.01	30.2	Finance trainings: https://training.finance.columbia.edu/
2026.10.01	30.3	Research training: https://research.columbia.edu/compliance-training
2026.10.01	30.4	Anti-discrimination trainings (Mandatory Title VI & New York Annual Anti-Sexual Harassment Training): https://institutionalequity.columbia.edu/content/training-education
2026.10.01	30.5	Office of Institutional Equity (OIE) Annual Report 2025-2026 (pp. 47-48): https://institutionalequity.columbia.edu/content/annual-reports
2026.10.01	30.6	2026 Academic Search and Recruiting (ASR) Policies, Procedures, and Practices: https://institutionalequity.columbia.edu/sites/institutionalequity.columbia.edu/files/content/Documents/Policies/Academic_Search_and_Recruiting_Policies_Procedures_and_Practices.pdf (dated: September 10, 2026)
2026.10.01	30.7	Office of Institutional Equity Policies: https://institutionalequity.columbia.edu/content/policies
2026.10.01	30.8	2026 Student Group Accountability Policy: https://cssi.columbia.edu/content/student-group-accountability-policy-1
2026.10.01	30.9	* Rules of University Conduct (published separately but exist within the University Charters and Statutes as the primary and official source): https://universitypolicies.columbia.edu/content/rules-university-conduct
2026.10.01	30.10	Public Safety & Special Patrol Officer Training: https://publicsafety.columbia.edu/training
2026.10.01	30.11	Update on Public Safety, April 1, 2025: https://publicsafety.columbia.edu/news/public-safety-update-special-patrol-officers-masking-and-identification
2026.10.01	30.12	Center for Teaching & Learning (CTL) training schedule: https://ctl.columbia.edu/faculty/fall-2026/
2026.10.01	30.13	Pluralism in Action overview: https://ctl.columbia.edu/pluralism-in-action/
2026.10.01	30.14	Center for Teaching & Learning Annual Report 2025-2026: https://ctl.columbia.edu/about/annual-report/

RA Paragraph 31: Campus safety

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

31. Columbia's recent enhancement to campus safety will be maintained for the duration of the Agreement:

- A. a. Columbia will maintain for the duration of the Agreement at least 36 trained and certified special officers, directly and through service providers, with the ability to remove individuals from campus and/or arrest them when appropriate. Columbia's existing 2015 Memorandum of Understanding with the New York Police Department ("NYPD") or similar successor Agreement will remain in full force and effect, ensuring that the NYPD can provide additional security assistance when needed.*
- B. Nothing in this Agreement shall be construed to prevent Columbia from adopting at its discretion additional safety and security measures that go beyond these terms.*

Response:

Columbia consistently maintains at least 36 [Special Patrol Officers](#). Columbia's existing Memorandum of Understanding with the New York Police Department (NYPD) remains in full force and effect.

Report	Evidence #	Evidence
2026.10.01	31.1	Public Safety Update on Special Patrol Officers: https://publicsafety.columbia.edu/news/public-safety-update-special-patrolofficers-masking-and-identification

RA Paragraph 32: Retaliation and protection for reporting

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

32. Columbia will maintain retaliation reporting procedures and protections, in accordance with federal, state, and local laws. Columbia will ensure that these procedures and protections will apply to those reporting noncompliance with this Agreement.

Response:

Columbia maintains retaliation reporting procedures and protections and prohibits retaliation against those who report compliance or ethics concerns in good faith, as described on the Hotline [website](#), as provided for in the [University Non-Retaliation Policy](#), and as underscored on the University Compliance [website](#) in relation to the Agreement. In spring 2026, the [Resolution Agreement landing page](#) was augmented to give greater emphasis to longstanding policies, procedures, and pathways for reporting any alleged non-compliance.

Report	Evidence #	Evidence
2026.10.01	32.1	Compliance Hotline: https://compliance.columbia.edu/hotline
2026.10.01	32.2	University Non-Retaliation Policy: https://universitypolicies.columbia.edu/content/columbia-university-non-retaliation-policy
2026.10.01	32.3	Resolution Agreement Compliance webpage: https://compliance.columbia.edu/content/resolution-federal-government
2026.10.01	32.4	Federal Resolution Agreement webpage: https://www.columbia.edu/content/federal-resolution-agreement

RA Paragraph 33: Noncompliance reporting

Current Status:

Complete	☒ Satisfied to Date	Substantially Complete	In Progress	N/A
----------	---	------------------------	-------------	-----

Resolution Agreement Text:

33. No later than 30 days after the Effective Date of this Agreement, Columbia shall establish procedures by which any member of the Columbia community can report allegations of noncompliance with the reforms detailed in this Agreement to the Administrator and the Resolution Monitor. Any such reporter shall be fully protected from any adverse actions for so reporting.

Response:

Allegations of non-compliance can be submitted through the [Monitor](#), the [Administrator](#), or through University's Compliance Hotline. Complaints received via the Hotline will be directed to the Administrator and to the Monitor for review. Detailed information about the Compliance [Hotline](#) is publicly available, and the University Compliance [website](#) includes specific information related to the Agreement.

Hotline contact information and reporting instructions are posted on the University's website and on posters throughout the University. The Hotline is also cross-referenced on a number of University websites and policies, including the [Statement of Ethical Conduct and the Administrative Code of Conduct](#) and the Faculty Handbook section [Statement of Ethical Conduct and Compliance Hotline](#). Any such reporter shall be [fully protected from any adverse actions for so reporting](#).

In spring 2026, the [Resolution Agreement landing page](#) was augmented to give greater emphasis to policies, procedures, and pathways for reporting any alleged non-compliance.

Report	Evidence #	Evidence
2026.10.01	33.1	Resolution Agreement webpage for Monitor: https://www.columbia.edu/content/charles-cooper
2026.10.01	33.2	Resolution Agreement webpage for Administrator: https://www.columbia.edu/content/directory/jim-glover
2026.10.01	33.3	Compliance Hotline: https://compliance.columbia.edu/hotline

Report	Evidence #	Evidence
2026.10.01	33.4	Resolution Agreement Compliance webpage: https://compliance.columbia.edu/content/resolution-federal-government
2026.10.01	33.5	Statement of Ethical Conduct and the Administrative Code of Conduct: https://universitypolicies.columbia.edu/content/statement-ethical-conduct-and-administrative-code-conduct
2026.10.01	33.6	Statement of Ethical Conduct and Compliance Hotline: https://facultyhandbook.columbia.edu/content/statement-ethical-conduct-and-compliance-hotline
2026.10.01	33.7	University Non-Retaliation Policy: https://universitypolicies.columbia.edu/content/columbia-university-non-retaliation-policy
2026.10.01	33.8	Federal Resolution Agreement webpage: https://www.columbia.edu/content/federal-resolution-agreement