



## Employee Assembly Election Rules

### Spring 2024

Candidates and their supporters must follow all election guidelines outlined in this document. Failure to do so may result in disqualification of candidates by the Employee Assembly Elections Committee, hereafter referred to as the committee.

#### 1 Candidate Information

##### 1. Eligibility

Candidates must complete the online registration materials and meet the qualifications listed in sections A and B below to become eligible. Candidates and their supporters shall comply with all standing rules and regulations of the University.

##### A. Employee candidates must:

1. Work full-time or part-time in a non-exempt, exempt, or academic non- professorial staff category
2. Work at the Ithaca, AgriTech in Geneva, or Cornell Tech campus
3. Work in the corresponding academic college/school if seeking those seats, in the corresponding staff unit if seeking those seats, or identify as a member of the corresponding affinity group if seeking those seats.
4. Plan to remain so for the duration of their position's term.
5. While petitions are typically required for assembly elections, they were **waived as of the Spring 2022 election** to create greater parity between staff who are in person, hybrid, or remote.

B. Candidates shall attend mandatory meetings or send a proxy on their behalf. If they fail to do so, they will be disqualified from the election.

##### 2. Promotional Materials and Events

- A. Each candidate must complete the candidate background profile and statement via the Candidate Registration Form online. Candidates who are not able to submit statements online may contact the Office of the Assemblies to make alternate arrangements. Statements will be posted on the Employee Assembly elections website, used on the ballot, and published in campus publications.
- B. Candidates may submit their own photo or have a photo taken by the Office of the Assemblies. The Office of the Assemblies, located in 109 Day Hall, will take photographs for candidates prior to the material submission deadline on the calendar. These photos and other candidate information will appear in campus publications, on the web, and on the ballots.
- C. All candidates are encouraged to participate in any public candidate forums organized in collaboration with the Employee Assembly.

#### Election Guidelines

##### 1. Maintaining a Fair Environment

- a) Candidates and their supporters must comply with the election rules stated here. They shall not create an intimidating or uncomfortable environment for other candidates or employees. They shall notify the committee of any potential violations immediately after they occur by emailing the [Office of the Assemblies](#). They shall rectify any violations to the best of their ability upon notification by the committee. They may still submit a challenge for any violation at the conclusion of the campaigning period if desired.

- 39 b) Candidates and their supporters may not exceed \$50 for out-of-pocket spending and fair market value  
40 of donations of materials and professional services. Candidates must submit a Candidate Expenditure  
41 Statement Form and all receipts and proof of fair market value to the Office of the Assemblies, 109  
42 Day Hall, by the deadline specified on the Elections Calendar. Candidates who do not submit receipts  
43 and/or proof of fair market value will be presumed to have spent \$0 on their campaign.
- 44 c) Candidates may be reimbursed for up to \$50 of allowable campaign expenses. Common allowable  
45 campaign expenses include: photocopies from on-campus vendors, domain name fees, and web  
46 hosting fees. If there is any question, Candidates should receive preclearance on expenditures to ensure  
47 that they are reimbursable. Only expenditures that are submitted on the official candidate expenditure  
48 statement form with the original receipt will be reimbursed.

49  
50 All campaign materials, either physical or electronic, published by candidates and/or their supporters are to  
51 promote only the Employee Assembly candidate. Any materials that include the names, positions, or any other  
52 information regarding other elections are strictly prohibited.

## 53 54 **2. Early Campaigning**

55 Candidates and their supporters shall refrain from the following campaign activities until campaigning  
56 officially begins:

- 57  
58 a) distributing printed or electronic campaign material to the public,  
59 b) advertising candidacy by poster or other method designed for public viewing,  
60 c) making speeches or statements to employee organizations or groups of employees.

61  
62 Current Employee Assembly members seeking re-election are expected to refrain from any form of publicity  
63 during the petitioning period.

## 64 65 **3. University Postering & Chalking Policy**

66 Candidates and their supporters shall comply with the [University Postering & Chalking Policy](#), included in the  
67 election packet.

## 68 69 **4. Campus Mail**

70 Use of Campus Mail for campaigning purposes is prohibited.

## 71 72 **5. Electronic Communications**

73 University-hosted e-mail traffic is at the discretion of the list owner. When in doubt, the candidate shall  
74 obtain permission from the owner of the list.

## 75 76 **6. Ethical Conduct**

77 All candidates and their supporters shall comply with applicable rules and policies of the University, including  
78 the [Statement of Ethical Conduct](#).

## 79 80 **Violations and Penalties**

81 The committee shall determine whether or not a candidate has committed a campaign violation. Campaign  
82 violations may result in appropriate remedial measures determined by the committee up to and including  
83 disqualification of a candidate. Should the committee decide that a violation or series of violations have been  
84 committed on such a scale as to alter the fairness of the election, it may disqualify a candidate by majority vote.  
85 Any concerns or complaints shall be sent to the [Office of the Assemblies](#).

## 86 87 **Election Procedures**

### 88 **1. The Elections Calendar**

- 89 a. The committee shall adopt a spring elections calendar.  
90 b. Consideration shall be given to any religious holidays that may fall during the election period, so  
91 that the right to free religious observance is afforded to all potential candidates.  
92

## 93 **2. The Employee Assembly Elections Committee**

- 94 a. Committee members are expected to abide by the highest standards of personal conduct and  
95 integrity. Members shall recuse themselves from decisions and deliberations in which they have a  
96 vested interest as a candidate or as a public supporter of a candidate.  
97 b. The committee shall meet as soon as possible after each challenge deadline.  
98 c. The committee shall verify election results.  
99

## 100 **3. The Office of the Assemblies**

- 101 a. The Office of the Assemblies by delegation from the committee shall prepare, distribute, and  
102 receive all printed material and distribute election materials.  
103

## 104 **4. Conduction of Election and Tabulation**

- 105 a. Online ballots are the preferred means of voting; if paper ballots are used, completed ballots are  
106 due to the Office of the Assemblies by the deadline set forth in the elections calendar.  
107 b. The order of names on the ballots shall be randomly selected.  
108 c. Uncontested candidates will be listed on the ballot as a means to provide staff with information  
109 about the candidates who are running, regardless of whether the race is contested or uncontested.  
110 d. The Office of the Assemblies will identify as eligible voters those who:  
111 i. work full-time or part-time in a non-exempt, exempt, or academic non-  
112 professorial staff category  
113 ii. work at the Ithaca, AgriTech in Geneva, or Cornell Tech campus  
114 iii. if in a term appointment, verify that term of employment is not prior to term of Employee  
115 Assembly seat.  
116 e. The Office of the Assemblies will tabulate votes using the Hare System, as described on the  
117 Assemblies Elections home page.  
118 f. The Office of the Assemblies will secure ballots for one calendar year after the election.  
119

## 120 **5. Challenges**

- 121 a. Eligibility to Challenge  
122 i. Any member of the Cornell community, except members of the committee, may submit a  
123 challenge.  
124 b. Challenge Deadlines  
125 i. Election challenges must be submitted by 12:00 p.m. on the same day that ballots are  
126 due and voting ends.  
127 ii. No challenges or further supporting documentation will be accepted after these  
128 deadlines.  
129 c. Format of Challenges  
130 i. Challenges must be in writing and accompanied by the following  
131 supporting documentation:  
132 1. Challenger's name  
133 2. Candidate's name  
134 3. Date of challenge  
135 4. Reason for challenge and supporting evidence  
136 d. Notification of Election Challenges  
137 i. The Office of the Assemblies will send an email notifying anyone who is named in a

- 138 challenge.
- 139 e. Response to Election Challenges
- 140 i. A challenged candidate may review challenges in the Office of the Assemblies, 109 Day
- 141 Hall and address written statements in response to the committee.
- 142 f. Challenge Review Meeting
- 143 i. The committee will schedule a meeting to review challenges in closed session and will
- 144 decide the merit of each challenge by majority vote.
- 145 g. Appeals
- 146 i. If a disqualified candidate believes that the Elections Committee failed to correctly follow or
- 147 enforce the challenge procedure outlined in the Elections Rules after the Elections
- 148 Committee's decision, they may request a review by a third party, selected by the Office of
- 149 the Assemblies, within 24 hours after the Election Committee's initial decision.
- 150 h. Finality
- 151 i. The determination of the committee shall be final.
- 152 i. Confidentiality
- 153 i. All challenges are confidential and shall be available only to the members of
- 154 the committee.