

Towards a “Policy 6.x” on Consensual Relationships

The Consensual Relationships Policy Committee

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Times Change

Times Change

According to repeated nationwide surveys,

More Doctors Smoke **CAMELS** than any other cigarette!

Doctors in every branch of medicine were asked, "What cigarette do you smoke?" The brand named most was Camel!

You'll enjoy Camels for the same reasons so many doctors enjoy them. Camels have cool, cool *mildness*, pack after pack, and a *flavor* unmatched by any other cigarette. Make this sensible test: Smoke only Camels for 30 days and see how well Camels please your taste, how well they suit your throat as your steady smoke. You'll see how enjoyable a cigarette can be!

THE DOCTORS' CHOICE IS AMERICA'S CHOICE!

MAUREN O'HARA says: "I pick Camels. They agree with my throat and taste wonderful!"

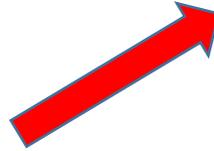
DICK HAYMES states: "I get more pleasure from Camels than from any other brand!"

RALPH BELLAMY reports: "Camels suit my eye and throat. I've smoked 'em for years!"

For 30 days, test Camels in your "T-Zone" (T for Throat, T for Taste).



1955



SURGEON GENERAL'S WARNING: Smoking Causes Lung Cancer, Heart Disease, Emphysema, And May Complicate Pregnancy.

1970



**BETWEEN
1965 & 2014**

263,000 **CANCERS** **HAVE BEEN CAUSED
BY EXPOSURE TO
SECONDHAND
SMOKE**

SOURCE: SURGEON GENERAL'S REPORT: THE HEALTH CONSEQUENCES OF SMOKING - 50 YEARS OF PROGRESS

2000+



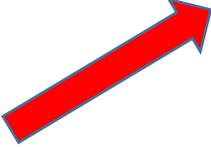
NO SMOKING
**WITHIN 20 FEET OF MAIN ENTRANCES,
EXITS AND OPERABLE WINDOWS**

2013+

Times Change

Realization that what once looked like normal, harmless student+faculty behavior is not always so harmless from the student's point of view.

1980s



CRPs with 'surgeon general' warnings for the student + faculty pair.

1990s



Recognition that romantic relationships can have a negative impact on **others** who share the academic workplace with the student + faculty pair.

2000s



CRPs that protect students, faculty, and the academic workplace.

2010s

Fundamental Tensions and Realities

The University should not be involved in the private lives of faculty, students, and staff.

Agency, Consenting Adults

vs

Students and post-graduates must be able to realize their academic ambitions in a climate that is devoid of favoritism and the potential for coercion.

Any Person, Any Study

The University should not be involved in the private lives of faculty, students, and staff.

vs

Students and post-graduates must be able to realize their academic ambitions in a climate that is devoid of favoritism and the potential for coercion.

Sometimes we have to balance competing ideals.

The First Amendment right to free speech.

vs

“...no person shall do any **electioneering** within the **polling place**, or within one hundred feet therefrom...” (NYS Law)

Realities

Faculty + Student Relationships imply:

There is the potential for exploitation.

Voluntary consent by the student is suspect.

There is the potential for later allegations of sexual harassment.

Statement on Consensual Relationships by the American Association of University Professors

Specifying Prohibitions

Prohibition P1

Any member of the Cornell community who has (or has had) a romantic or sexual relationship with a student or post-graduate is prohibited from exercising academic or professional authority over that student or post-graduate.

Prohibition P2
“ugrad ban”

A romantic or sexual relationship between an undergraduate student and a faculty member or coach is prohibited regardless of the student’s department, school, or college affiliation.

Prohibition P3
“field ban”

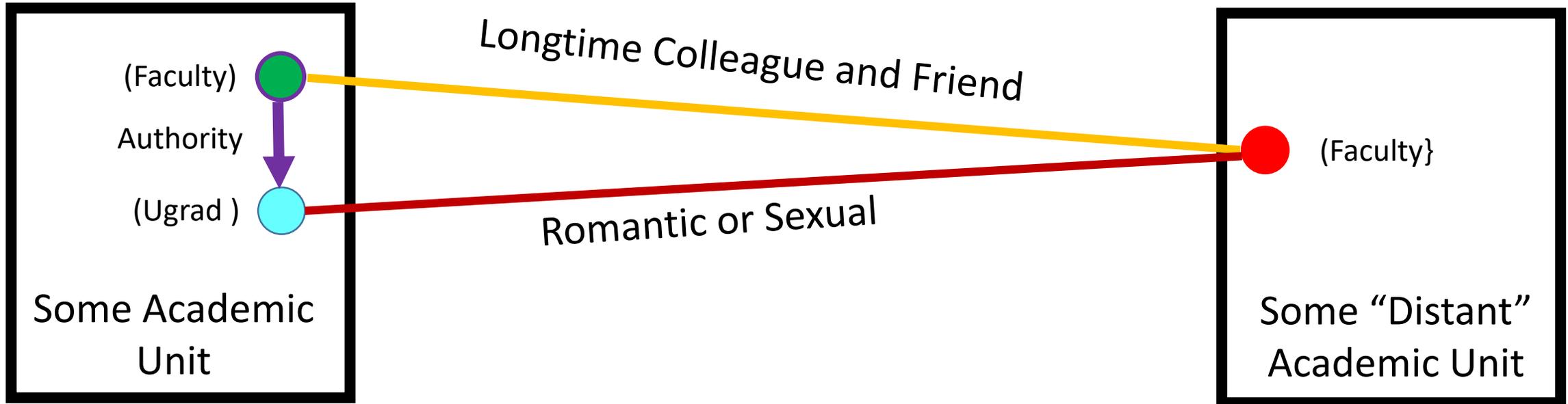
A romantic or sexual relationship between a graduate or professional student and a faculty member is prohibited whenever both parties are affiliated with the same department, field, or degree program.

Members of the Senate & the Assemblies Are Being Asked to Check One Box

- I support “CRP-A” which includes P1 + Ugrad Ban + Field Ban
- I support “CRP-B” which includes P1 + Ugrad Ban
- I support neither CRP-A nor CRP-B

Let's Consider a P1-Only CRP

Is Faculty + Ugrad OK?



What is "distant"? Who decides? What if the Ugrad Cyan falls in love with the distant unit?
Can this scene be managed via recusal?

Should we worry that Professor Red can coerce Ugrad Cyan using Professor Green ?

If this is a "2-college" educational policy, then did the Senate approve?

Is Faculty + Ugrad OK?

Perhaps not....

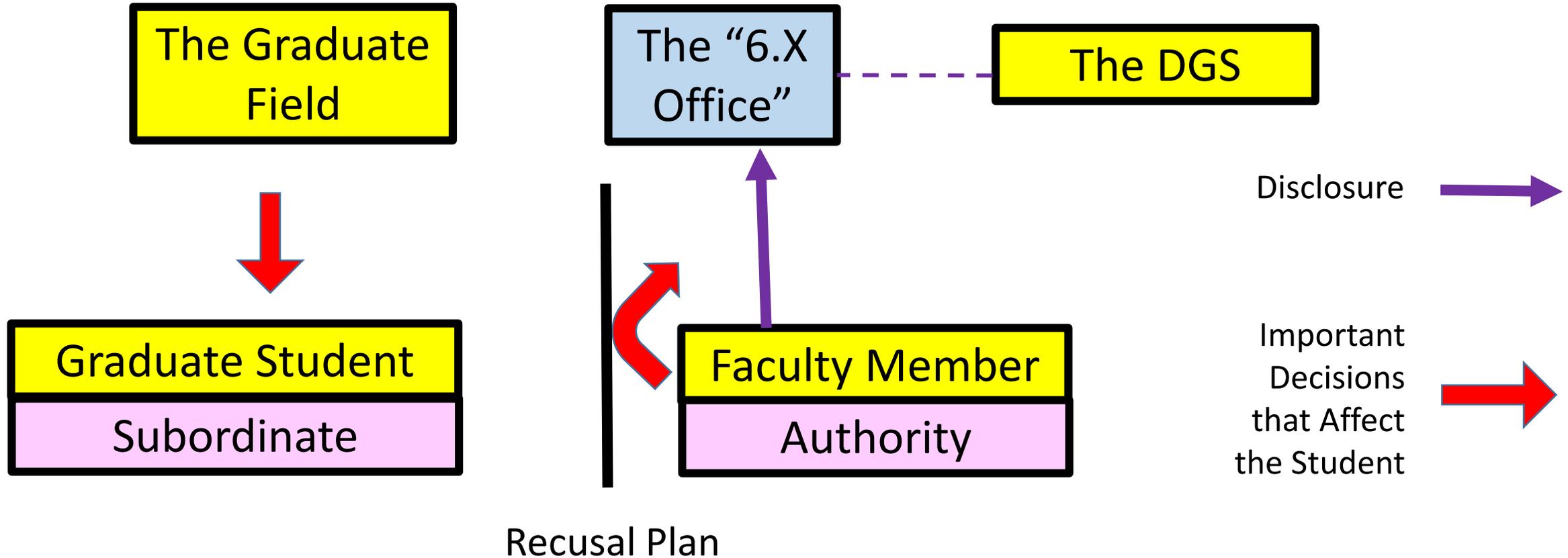
Prohibition P2
“ugrad ban”

A romantic or sexual relationship between an undergraduate student and a faculty member or coach is prohibited regardless of the student’s department, school, or college affiliation.

This Brings Us to CRP-B

CRP-B Assumes that Faculty + Grad Can be Managed Through Disclosure

Disclosure + Recusal Can Remove Direct Authority



Recusal Plan: Put together by 6.X office, DGS, and Faculty member.

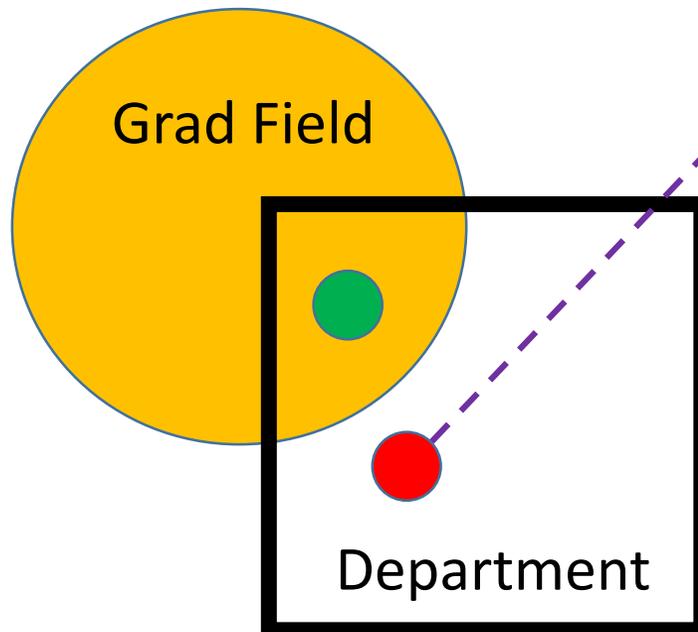
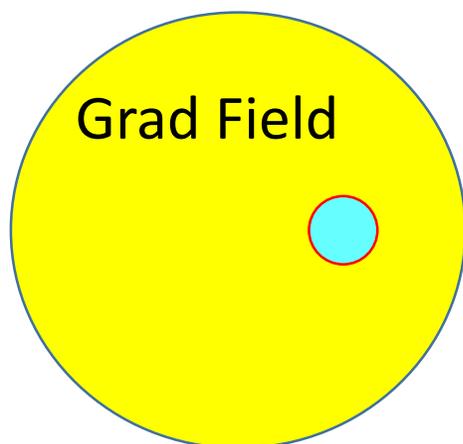
Typical: Faculty Member cannot participate in Field decisions that concern funding/progress.

Disclosure + Recusal Can Remove Indirect Authority

 Graduate Student

 Romantic Partner

 Minor Advisor



The "6.x
Office"

Professors Red and Green are in the same department and co-manage a lab that is of importance to Grad Cyan.

The recusal plan guards against coercion and protects the integrity of the lab.

The Disclosure Mechanism
Needs to Be Good

The Tension and the Plan

A “Big Brother Love Police Force ” would chill both collegiality and the open friendliness that drives teaching and research.

vs

Workplace romance has to be managed through disclosure and intelligent recusal plans to protect both the subordinate **and** the academic environment.

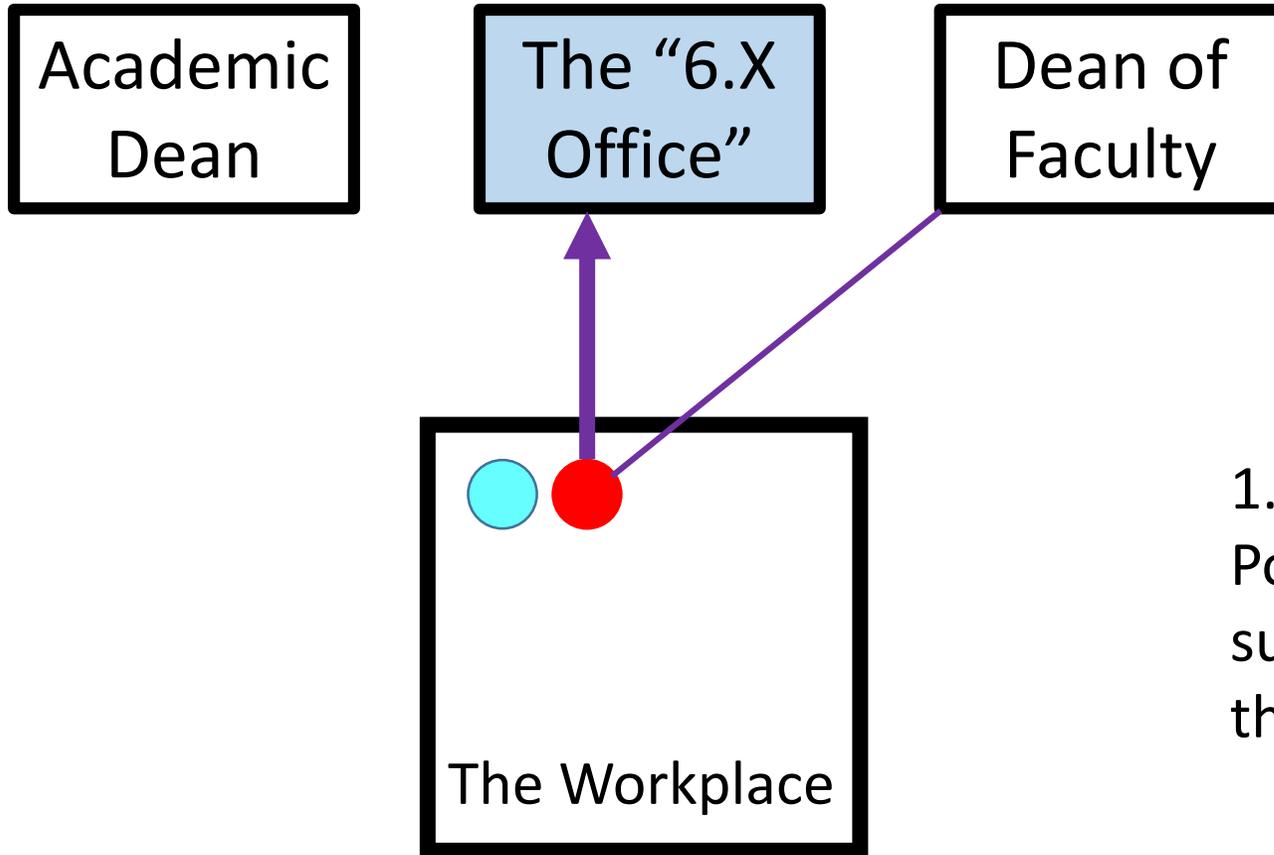
The Committee recommends:

The creation of a Policy 6.x Office that would serve as a resource for subordinates, authorities, and those concerned with enforcement.

Procedures that respect privacy by minimizing the radius of disclosure.

Recusal mechanisms that prevent “looking the other way” .

Disclosure Process



1. The disclosure shall first be made to the Policy 6.X Office to ensure protection of the subordinate. Faculty may also consult with the Dean of Faculty.

 Subordinate
(e.g. grad)

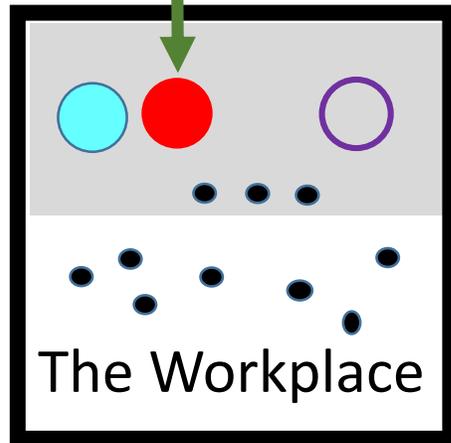
 Authority
(e.g., faculty)

Disclosure Process

Academic
Dean

The “6.X
Office”

Dean of
Faculty



2. In consultation with the authority, the Policy 6.X Office develops a Recusal Plan. The plan must also specify who in the workplace needs to be informed of its existence.

 Subordinate
(e.g. grad)

 Authority
(e.g., faculty)

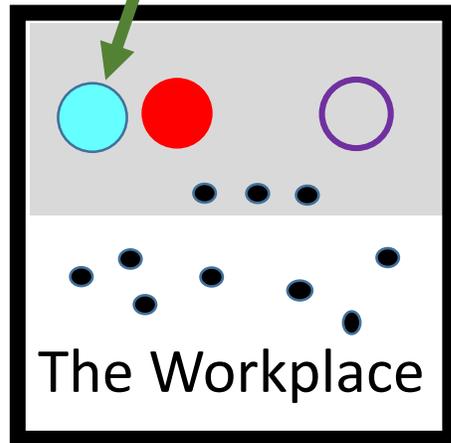
 Person Responsible for the
Workplace (e.g. DGS)

Disclosure Process

Academic
Dean

The "6.X
Office"

Dean of
Faculty



3. The subordinate is contacted by the Policy 6.X Office shortly after the disclosure is made to inform them of the disclosure, the proposed Recusal Plan, and of relevant resources.

 Subordinate
(e.g. grad)

 Authority
(e.g., faculty)

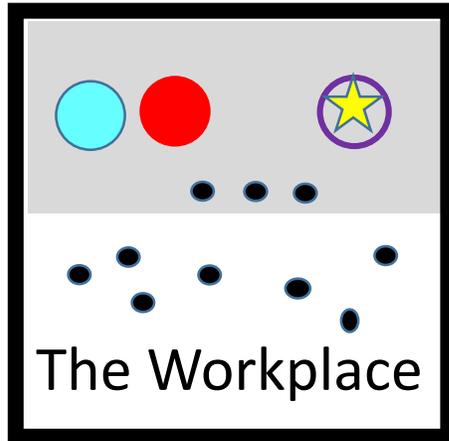
 Person Responsible for the
Workplace (e.g. DGS)

Disclosure Process

Academic
Dean

The “6.X
Office”★

Dean of
Faculty



4. The Recusal Plan is signed by the authority and the subordinate and filed in the Policy 6.X Office. The Recusal Plan identifies those who are responsible for its enforcement and the terms for its renewal.

Subordinate
(e.g. grad)

Authority
(e.g., faculty)

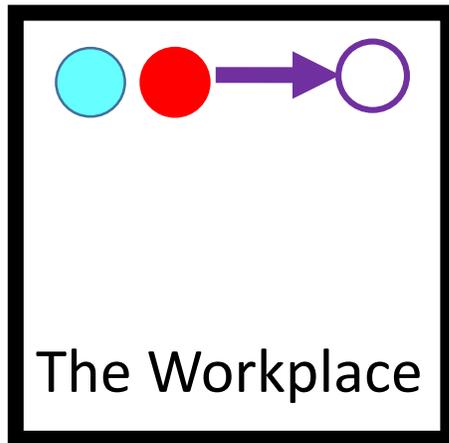
Person Responsible for the
Workplace (e.g. DGS)

Disclosure Process (As Proposed in Resolution)

Academic
Dean

The “6.X
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Dean of
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The authority can choose to disclose to either the 6.x Office or the person responsible for the workplace. Suppose the latter.

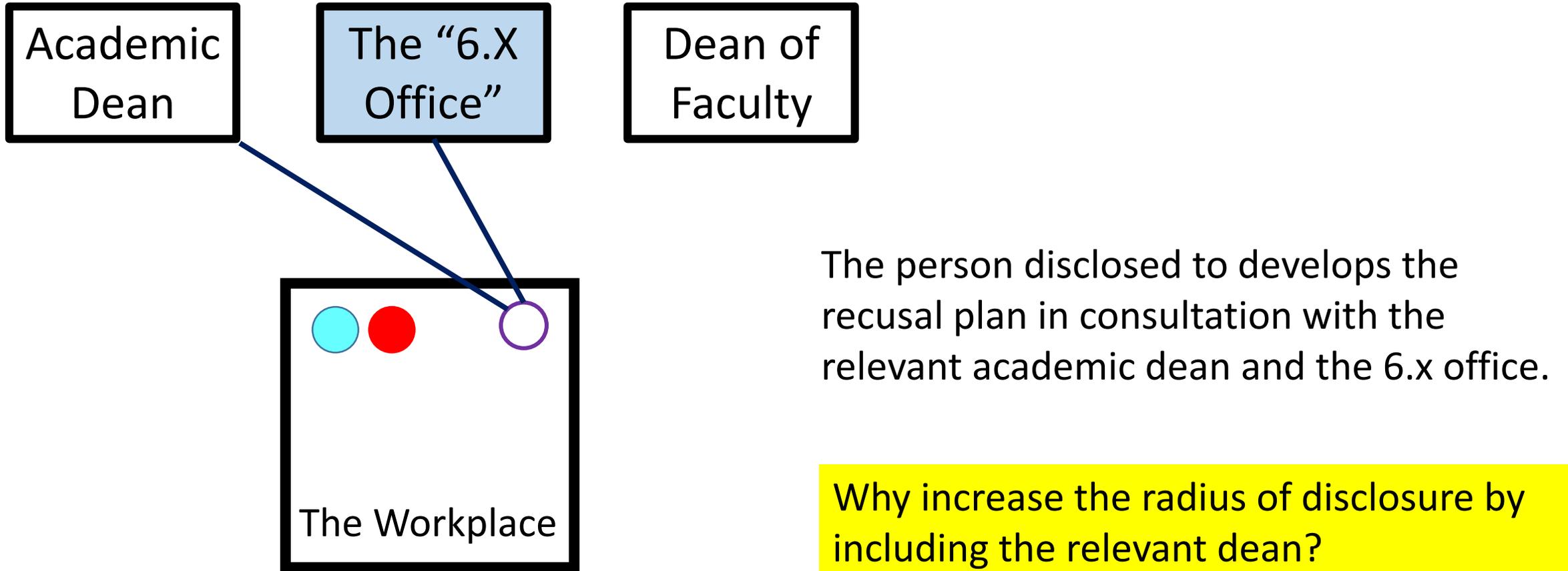
Does this protect the subordinate? Does it guard against “looking the other way?”

 Subordinate
(e.g. grad)

 Authority
(e.g., faculty)

 Person Responsible for the
Workplace (e.g. DGS)

Disclosure Process (As Proposed in Resolution)



Why increase the radius of disclosure by including the relevant dean?

 Subordinate
(e.g. grad)

 Authority
(e.g., faculty)

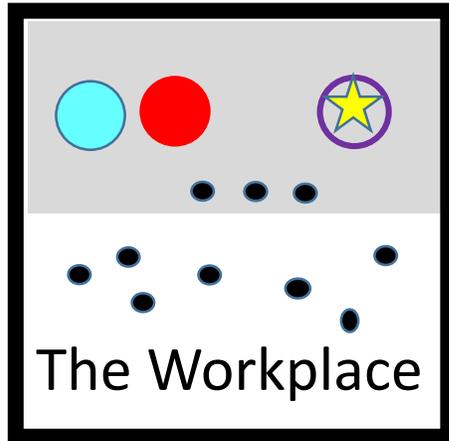
 Person Responsible for the
Workplace (e.g. DGS)

Disclosure Process (As Proposed in the Resolution)

Academic
Dean

The “6.X
Office”

Dean of
Faculty



The Recusal Plan is signed by the faculty member, forwarded to the 6.x Office, and enforced by the recipient of the disclosure. It must be renewed every year.

Is it “safe” to have in-house enforcement?

 Subordinate
(e.g. grad)

 Authority
(e.g., faculty)

 Person Responsible for the
Workplace (e.g. DGS)

The Pitfalls of Intra-Field Disclosure

Chairs and DGS's already have enough to do.

When to disclose is debatable.

Bad actors tend not to disclose.

Uncertain boundaries can create angst, chill collegiality, and complicate the pursuit of academic goals.

This Brings Us to CRP-A

CRP-A Includes a Prohibition on
Faculty + Ugrad and Same-Field Faculty + Grad

Is Faculty + Grad OK Via Disclosure?

Perhaps not....

Prohibition P3
“field ban”

A romantic or sexual relationship between a graduate or professional student and a faculty member is prohibited whenever both parties are affiliated with the same department, field, or degree program.

The Committee Has Mixed Opinions On This

That's Why We're Asking You

- I support "CRP-A" which includes P1 + Ugrad Ban + Field Ban
- I support "CRP-B" which includes P1 + Ugrad Ban
- I support neither CRP-A nor CRP-B