RESOLUTION ON CONSENSUAL RELATIONSHIPS POLICY

BE IT RESOLVED, that the Senate endorses Consensual Relationships Policy B with the following revision.

In “The Disclosure Process,” in the list headed “When the authority is …”, the current items are replaced by the following, which are largely taken from the Rough Draft. These changes provide more specific guidelines and, unlike the current CRP-B, do not invest exclusive authority in the 6.x office.

1. The disclosure should be made to either the 6.X office or the individual who is responsible for the academic workplace that is shared by the faculty member and the subordinate, e.g., the director of the student’s graduate program or the chair of the faculty member’s department.

2. After consulting with the 6.X Office and the Dean of the relevant College, the recipient of the disclosure develops a Recusal Plan or determines that one is unnecessary. The Recusal Plan identifies situations where participation by the faculty member is limited because of the potential for conflict of interest, thus mitigating the academic power imbalance. For example, the authority should not be involved in decision processes that determine TA assignments if the subordinate is in the TA pool. The authority must not be involved in any decisions that allocate resources to a student cohort that includes the subordinate.

3. 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.

4. The subordinate is contacted by the 6.X Office shortly after the disclosure is made to inform them of the disclosure and of relevant resources.
A PROHIBITION (AS IN A AND B)

Any member of the Cornell community who has, or has had, a sexual or romantic relationship with a current student or current postgraduate is prohibited from exercising academic or professional authority over that student or postgraduate.
THE BAN IN CRP A

Sexual or romantic relationships between faculty members and graduate or professional students are prohibited whenever both parties are affiliated with the same graduate field or degree program.
1. The disclosure should be made to either the 6.X office or the individual who is responsible for the academic workplace that is shared by the faculty member and the subordinate, e.g., the director of the student’s graduate program or the chair of the faculty member’s department.

2. After consulting with the 6.X Office and the Dean of the relevant College, the recipient of the disclosure develops a Recusal Plan or determines that one is unnecessary. The Recusal Plan identifies situations where participation by the faculty member is limited because of the potential for conflict of interest, thus mitigating the academic power imbalance. For example, the authority should not be involved in decision processes that determine TA assignments if the subordinate is in the TA pool. The authority must not be involved in any decisions that allocate resources to a student cohort that includes the subordinate.

3. 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.

4. The subordinate is contacted by the 6.X Office shortly after the disclosure is made to inform them of the disclosure and of relevant resources.
A POSSIBLE AMENDMENT

In item 3, change “and enforced by the recipient of the disclosure” to “and enforced by the 6.X Office and the recipient, as described in ‘Enforcement Procedures’.”