

Consensual Relationship Policy Committee

Cornell University

Policy draft language: Four possible directions on faculty-undergrad restrictions. All language is preliminary and subject to change; these options are meant to provide guidance only. For purposes of this draft, the hypothetical office managing relationship counseling and disclosure is the “Disclosure Office.”

Option 1: No additional restrictions or disclosure requirements. The “Definitions” section would define “Students” as undergraduate, graduate, and professional students, with all students treated the same. Restrictions on relationships with, e.g., special committee members would not apply to undergraduate students because they do not have special committees, but the policy would not differentiate.

Option 2: No additional restrictions, but additional disclosure requirements. The “Definitions” section would distinguish between undergraduate and advanced-degree students. Restrictions would be the same for all students, except in the case of, e.g., special committee members. However, some relationships that would not need to be disclosed between a faculty member and an advanced degree student would need to be disclosed with an undergraduate. Possible language:

- I. Disclosure requirements
 - A. Advanced-degree students
 - 1. Prohibited relationships
 - a. ...
 - 2. Permitted relationships requiring disclosure
 - a. Relationships between faculty members and advanced-degree students in their Graduate Field must be disclosed.
 - b. ...
 - B. Undergraduate students
 - 1. Prohibited relationships
 - a. ...
 - 2. Permitted relationships requiring disclosure
 - a. All relationships between faculty members and undergraduate students in their College, School, or Faculty must be disclosed to the Disclosure Office.
 - b. ...

OR

- a. All relationships between faculty members and undergraduate students must be disclosed to the Disclosure Office.

Option 3: Additional restrictions, but not an outright ban. The “Definitions” section would distinguish between undergraduate and advanced-degree students. This is similar to the current situation, with two important differences: enumerated factors describing

when a relationship will be permitted or prohibited, and sanction provisions elsewhere in the policy.

I. Classification of relationships

A. Advanced-degree students...

B. Undergraduate students

1. Prohibited relationships...

2. Permitted relationships

- a. All relationships between faculty members and undergraduate students are discouraged, due to the inherent power dynamic between these two University roles and its effect on the undergraduate student experience.
- b. All relationships between faculty members and undergraduate students must be disclosed to the Disclosure Office in accordance with Section II.
- c. The Disclosure Office will work with faculty members and undergraduate students to determine whether accommodations can be made to insulate students from the power dynamic. The Disclosure Office will weigh the following factors:
 - i. Whether the relationship began before the individuals became faculty members and undergraduate students.
 - ii. The age of undergraduate students.
 - iii. The difference in age between faculty members and undergraduate students.
 - iv. The degree of control faculty members now have, have had, or may likely have over undergraduate students' academic and/or professional progress, as indicated by:
 - Faculty members' School/College/Faculty appointment(s).
 - Undergraduate students' declared or likely major(s) and minor(s).
 - Undergraduate students' other coursework.
 - Faculty members' advising and extracurricular responsibilities.
 - The faculty member's personal and professional relationships with others who have influence over the undergraduate student's academic and/or professional progress.
 - Other factors as necessary to safeguard the undergraduate experience for students in relationships with faculty members and other students, as well as the University community.

II. Disclosure requirements

A. Advanced-degree students...

B. Undergraduate students

1. Prohibited relationships...

2. Permitted relationships requiring disclosure

- a. All relationships between faculty members and undergraduate students must be disclosed to the Disclosure Office.

Option 4: An outright ban on relationships between faculty members and undergraduate students. The “Definitions” section would distinguish between undergraduate and advanced-degree students.

- I. Classification of relationships
 - A. Advanced-degree students...
 - B. Undergraduate students
 1. Prohibited relationships
 - a. All relationships between faculty members and undergraduate students are prohibited.
 2. Permitted relationships
 - a. No relationships between faculty members and undergraduate students are permitted.