

# Talking Points: Disclosure/Reporting/Management/Sanctions

## The Authority-Subordinate Possibilities

		Subordinates		
		Post-Grad	Grad	Ugrad
Authorities	Staff			
	Faculty			
	Post-Grad			
	Grad			
	Ugrad			

## Possible Attributes of a Good Reporting System

1. Preserves confidentiality
2. Respects the wishes of the reporter
3. Explicit documentation indicating what happens when a report is filed.
4. Gets back to the reporter in a timely fashion
5. Creates the impression that the University is responding
6. Has annual "police blotter" reports
7. Able to detect repeat offenders
8. Supports multiple ways of reporting
9. Intelligent sharing of information among the "problem-solving" staff
10. Able to handle tensions like "DGS and Chair on bad terms"
11. Provides training/guidelines to chairs, dgs's and others who are central to the process.
12. Inspires good behavior without 1984 overtones
13. Does not automatically trigger a DEFCOM 1 response
14. ?

## Possible Attributes of a Good Disclosure System

1. Mimics the current approach to financial conflict of interest
2. Does not embarrass the discloser
3. Is realistic from the workload point of view.
4. Makes it clear who receives the disclosure.
5. Makes it clear how third parties are to be informed of the disclosure and who those parties are.
6. ?

## Possible Attributes of a Good Management System

1. Easy to implement.
2. Low overhead but meaningful “check-ins”
3. ?

## Possible Attributes of a Good Sanctioning System

1. Fair
2. Sanction severity proportional to the offense and the power gap between the authority and subordinate
3. ?

## Possible Reporting Model: The Cornell Hazing Website

If you have been hazed, have witnessed hazing, or suspect that someone you know has been hazed, you can **report your observations confidentially** to Cornell officials.

- **Submit an online report here** -OR-
- **Make a phone call** to a university staff member. If desired, you can remain anonymous when calling in a report.
- *Discuss concerns about any group:*
  - Cornell University Police: 607-255-1111
  - Dean of Students: 607-255-1115
  - Judicial Administrator: 607-255-8832
  - University Ombudsman: 607-255-4321
- *Discuss concerns about a specific group:*
  - Athletics & Physical Education (for concerns about a sports team): 607-255-8832
  - Campus Activities (for concerns about a student organization): 607-255-4169
  - Sorority & Fraternity Life (for concerns related to the Greek system): 607-255-2310

Cornell's ability to investigate reports and enforce the university policy depends on the accuracy and specificity of the information provided. You are encouraged to **provide as much specific detail as possible** so that appropriate action can be taken to address the reported behavior.

If you been affected by hazing, support is available from multiple university offices, including Cornell Health.

## Possible Players in Processing a Report

Chair, DGS, Associate Dean, Central HR, College HR, a “special office”, ???