

Talking Points: Reporting/Disclosure/Accountability/Sanctions

The Authority-Subordinate Possibilities

Each of the 15 boxes represents a possible consensual relationship pairing:

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

Each box will have unique features that must be addressed when dealing with reporting, disclosure accountability, or sanctions.

Possible Attributes of a Good Reporting System

1. Preserves confidentiality, in line with our bias-reporting models
2. Respects the wishes of the reporter as much as possible, e.g., “don’t talk to my DGS.” The reporter must be informed that what they say may trigger a “6.4 response.”
3. Explicit online documentation indicating the timeline and process of what happens when a report is filed.
4. Gets back to the reporter in a timely fashion with information about resources and (later on) about steps that are being taken
5. Has annual, privacy-preserving reports that communicate to the community illuminating statistics much as is done in the bias-reporting and campus-crime venues
6. Able to detect concerning patterns of behavior but mindful that reports are allegations.
7. Supports multiple ways of reporting so that the reporter does not hesitate to come forward because “this one available reporting mechanism makes me uncomfortable.”
8. Intelligent sharing of information among the “problem-solving” staff.
9. Able to handle tensions like “the DGS and Chair on bad terms”
10. Provides guidance to chairs, dgs’s and others who may be part of the process.
11. Inspires good behavior without 1984 “love police” overtones.
12. Does not automatically trigger a heavy duty “tell the dean” response. Again, such a processing style would discourage reporting.

Possible Attributes of a Good Disclosure System

1. Mimics the current approach to financial conflict of interest
2. The discloser should be treated with the highest respect for taking responsibility.
3. It should be realistic from the workload point of view.
4. It should make clear who receives the disclosure. This will depend on which of the 15 possible “pairing boxes” is relevant

5. The “radius of disclosure” needs to be made clear. Is it everyone in a research group or lab? Is it everyone in the department or field? Is it just the chair? Etc. The idea is that there will be recusals and these have to be visible to certain individuals.

Possible Attributes of a Good Accountability System

1. The authority who is part of disclosure agreement must be held accountable.
2. There should have low overhead but meaningful “check-ins”.
3. Similar in spirit to the annual “checking in” feature of Cornell’s financial conflict of interest policy.
4. Should inspire ethical behavior without 1984 “love police” overtones.

Possible Attributes of a Good Sanctioning System

1. Fair and equitable across titles, i.e., tenure track faculty are treated the same as non-tenure track faculty.
2. Sanction severity should be proportional to the offense and take into account the power gap between the authority and subordinate.
3. Whatever the form of the “panel of judges”, it must be command the respect of the entire community.
4. There must be sufficient checks and balances to guard against selective or vindictive enforcement.

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](#)**.

Resolution: The Possible Players

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