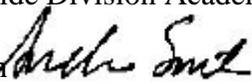




Committee on Charges

February 12, 2018

To: Dylan Rodriguez
Chair, Riverside Division Academic Senate

Fr: Andrea Smith 
Chair, Committee on Charges

Re: Campus Review of Proposed Policy on Consensual Intimate (Sexual or Romantic) Relationships in the Workplace

The Charges Committee reviewed the proposed draft campus policy on Consensual Intimate (Sexual or Romantic) Relationships in the Workplace. The Committee does not support the proposed draft policy in its current form and offers the following comments for consideration.

The draft policy omits specific language regarding spousal relationships, which should be included within the context of romantic and/or sexual relationships resulting in bias in evaluations, rewards and other matters addressed by this document. The Committee proposes the following language be added to explicitly include spouse/partner as another example of a consensual relationship in the policy:

Section II. Overview

Consensual intimate relationships between peers (e.g., two faculty members or two staff employees) where the behavior introduces a sexual, physically intimate or romantic element into the workplace or educational setting may result in a hostile environment for others, [or result in inequities caused by bias resulting from the relationship.]

Examples of consensual intimate relationships subject to this policy include, but are not limited to, relationships –
..... [between spouses/partner]

Additionally, members commented that although the *Overview* section acknowledges that consensual relationships may create hostile environments for third parties, the document seems to dismiss that idea to focus solely on the potential abuse of power within the relationship. Since it implies that consensual relationships between UCR workers of equal rank do not need to be disclosed, it implies that such relationships could not create

hostile environments for third parties, when they could. The members suggest that the document and the policy should be revised to deal with this conflict.

The Committee also suggests *Paragraph III* be amended to include discussion of not only relationships with unequal power but also relationships with equal power, and in both cases one party (the most powerful in the first instance, and any of the spouses in the second instance) must inform and recuse himself/herself from any activity that may involve bias, conflict of interest, etc.

The Committee would like to note a correction on Page 2, III Policy paragraph 2, line 1: "...UCR will take effective steps ~~be taken~~ to ensure that the..."

We appreciate the opportunity to review and opine on this campus matter.