



Revised February 27, 2018

To: Cindy Larive  
Provost and Executive Vice Chancellor

From: Dylan Rodriguez, Chair  
Riverside Division

A handwritten signature in blue ink, appearing to read "DR", positioned to the right of the "From:" text.

**Re: Consensual Intimate (Sexual or Romantic) Relationships in the Workplace**

Dear Cindy:

I am writing to provide committee responses to the proposed draft campus policy on Consensual Intimate (Sexual or Romantic) Relationships in the Workplace. The responding committees include Charges, CHASS EC, CNAS EC, Faculty Welfare, P&T, and School of Business EC. (If other committees respond belatedly i will be sure to forward you their responses as well.) While i will refrain from summarizing the committee consultations here, i should make you aware that some substantial questions were raised by these responses, and a number of the consulted committees do not support the proposal in its current form.

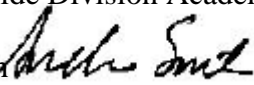
Peace.  
dylan



**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.

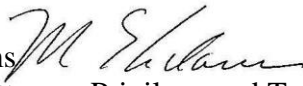
The Committee would like to note a correction on Page 2, III Policy paragraph 2, line 1: "...UCR will take effective steps ~~be taken~~ to ensure that the..."

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

**UC RIVERSIDE** UNIVERSITY OF CALIFORNIA | **Academic  
Senate**  
**Committee on Privilege & Tenure**

February 13, 2018

To: Dylan Rodriguez  
Chair, Riverside Division Academic Senate

Fr: Michael Adams   
Chair, Committee on Privilege and Tenure


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 have any comments on the proposed policy.

**COMMITTEE ON FACULTY WELFARE**

February 22, 2018

To: Dylan Rodriguez  
Riverside Division Academic Senate

From: Daniel Jeske, Chair   
Committee on Faculty Welfare

Re: Proposed Policy. Consensual Intimate (Sexual or Romantic) Relationships in the Workplace

The Committee on Faculty Welfare considered the Proposed Policy on Consensual Intimate (Sexual or Romantic) Relationships in the Workplace and expressed the following points:

1. New rule.

Rules concerning sexual harassment and conflict of interest shall apply to all adults associated with University of California, Riverside.

2. Explanation/justification.

The proposed rule/policy, outlined and explained under the Policy Title, "Consensual Intimate (Sexual or Romantic) Relationships in the Workplace," has, in its entirety, not been accepted by the Committee for reasons of: (1) redundancy, (2) excessive breadth and vagueness, and (3) institutional overreach.

The areas of conduct addressed by the proposed rule/policy are already covered in full by APM-15 and by UCR's policies concerning sexual harassment and conflict of interest.

This leads to vagueness of the conduct addressed by the proposed rule/policy. The document implies that there is, somehow, an area of conduct *not* covered by these three other policies; yet it does not specify that area of conduct. Attempts to interpret the document have led us in directions that are impossible to define with precision, or a sense of limitation. Thus, the conduct addressed is irremediably overbroad.

The proposed rule/policy is also vague in the remedies provided to whatever that conduct is. Section IV in particular may be understood to incorporate remedies already existing regarding sexual harassment, conflict of interest, and faculty misconduct; but, on the face of the text, it implies a process that is much more open-ended and unspecific. Especially opaque are questions of standing to report the conduct (only parties to it, or others?), the timing and detail of such reporting, the identity of recipient(s) of such reporting, and the meaning of the role of the University (expressly so described, in an impersonal, corporate capacity) in responding to the conduct and its report. Provisions for supervision, counseling, and the like, impersonally expressed (that is, not always clearly envisioned *for* anyone, such as department chair) suggest (and so allow) an unacceptably broad mechanism of supervision and sanction.

Even if these two issues were resolved by fuller or more precise drafting, the proposed rule/policy will continue to represent serious institutional overreach by an employer, because—apart from conduct already otherwise covered—it regulates private relationships among consenting adults.

**MEMORANDUM**

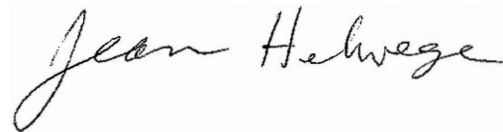
**DATE:** February 8, 2018

**TO:** Dylan Rodriguez, Chair  
Riverside Division of Academic Senate

**FROM:** Jean Helwege, Chair  
School of Business Executive Committee

Re: Relationships in the Workplace

The Executive Committee of the School of Business has reviewed the policy on consensual intimate relationships in the workplace. The committee has no comments.



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Jean Helwege, Chair  
School of Business Executive Committee



February 21, 2018

To: Dylan Rodriguez, Chair  
Riverside Division

From: Ward Beyermann, Chair, Executive Committee  
College of Natural and Agricultural Science

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

The CNAS Executive Committee discussed the proposed policy on consensual intimate (sexual or romantic) relationships in the workplace at its February 20, 2018 meeting. After some discussion, the committee supports the policy as written without further comment.

Yours sincerely,

A handwritten signature in cursive script that reads "Ward Beyermann".

Ward Beyermann, Chair  
CNAS Executive Committee

# UNIVERSITY OF CALIFORNIA, RIVERSIDE



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EXECUTIVE COMMITTEE:  
COLLEGE OF HUMANITIES, ARTS, AND SOCIAL SCIENCES

RIVERSIDE, CALIFORNIA 92521-0132

January 21, 2018

TO: Dylan Rodriguez, Chair  
Academic Senate

FROM: Kate Sweeny, Chair  
CHASS Executive Committee

RE: Proposed Policy: Consensual Intimate (Sexual or Romantic) Relationships in the  
Workplace

The CHASS Executive Committee reviewed the Proposed Policy: Consensual Intimate (Sexual or Romantic) Relationships in the Workplace via email. There were no objections and the committee approved the proposed policy.

Kate Sweeny, Chair

CHASS Executive Committee