



Mitigation Plan for Supervisors and Individuals in a Consensual Relationship

Directions for Completing this Form: Utilizing Adobe Acrobat Reader (<https://get.adobe.com/reader>), the Supervisor within the consensual relationship completes Sections I, II, and III of this fillable PDF form, as instructed in each section. Required are the names and roles of the Supervisor, Individual Supervised, all Mitigators who will assist in the implementation of the Mitigation Plan, and the Mitigation Plan Narrative. Signatures of the Supervisor, Individual Supervised, and Mitigator(s) are required. The Supervisor forwards the completed, signed document to the appropriate Chancellor(s) for review and signature (Section IV).

Rutgers, The State University of New Jersey ("University") is committed to maintaining an academic community (including associated teaching, clinical, and research environments) free from harassment, discrimination, conflicts of interest, favoritism, and exploitation. Policy 60.1.32 (Policy on Consensual Relationships in Academic Settings) addresses consensual relationships that may create actual and/or perceived conflicts of interest due to the individuals' unequal power in the academic realm, which thereby create the possibility for actual or apparent exploitation or favoritism.

Except as expressly permitted herein, this Policy prohibits the following:

- Consensual relationships in which one party is an Academic Supervisor (as defined in the Policy) and the other party is an undergraduate student.
- Consensual relationships in which one party is an Academic Supervisor, the other party is a Graduate Student, Trainee, Postdoctoral Associate or Fellow, or Clinical Resident or Fellow, and where one of the following three conditions exists: (i) both parties are in the same academic program, discipline, or department; (ii) the Academic Supervisor teaches, manages, supervises, advises, or evaluates the other party to the relationship in any way; or (iii) the Academic Supervisor is in a position in which the Academic Supervisor is able to materially influence the educational opportunities or career of the other party.
- Consensual relationships in which one party is an Internship Supervisor (as defined in the Policy), Student Employee (as defined in the Policy), or Postdoctoral Fellow, and the other party is a student or intern whom the Internship Supervisor/Student Employee/Postdoctoral Fellow teaches, manages, supervises, advises, or evaluates as part of their job duties.

Confidentiality – Rutgers University will reveal information on this form only to those who need to know the information in order to effectuate the provisions of Policy 60.1.32 (Policy on Consensual Relationships in Academic Settings). The University requires that all individuals involved in the procedures set forth in this Policy will respect the integrity of the process and the legitimate privacy interests of the parties to the extent possible. All documents created pursuant to this Policy, including this Mitigation Plan, will be considered confidential personnel records and maintained accordingly.

Section I. Parties

Name of Party in Position of Greater Authority or Power (e.g., Academic or Internship Supervisor):

Role(s) of Party Named Above (e.g., thesis committee chair, thesis committee member, academic advisor, mentor, other – please specify):

Name of Individual Supervised:

Role of Individual Supervised (e.g., undergraduate student, graduate student, trainee, Postdoctoral Associate or Fellow, Clinical Resident or Fellow, other – please specify):

Section II. Agreement of the Mitigation Plan

We agree that we will follow the process described in Section III Mitigation Plan Narrative to mitigate any real or perceived conflict(s) of interest in light of a consensual relationship.

Person in Position of Greater Authority or Power:

Print Name

Signature and Date

Individual Supervised:

Print Name

Signature and Date

Mitigator(s):

Print Name

Signature and Date

Print Name

Signature and Date

Print Name

Signature and Date

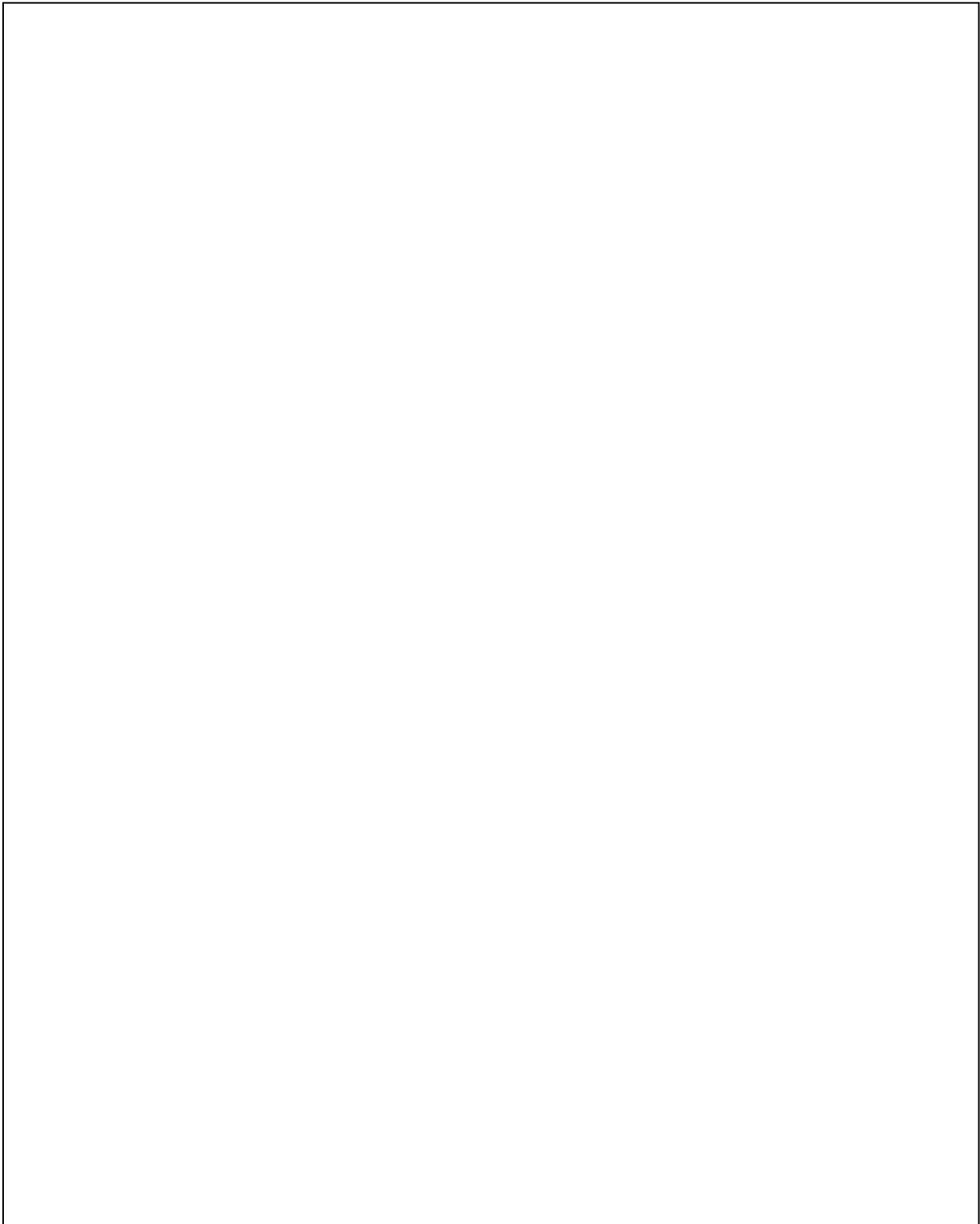
Section III. Mitigation Plan Narrative

Describe measures that will be taken to prevent actual and/or perceived conflict of interest, exploitation, and favoritism. Such measures may include but are not limited to who will take the place of the Party in Position of Greater Authority or Power named above in order to provide the requisite advising, teaching, mentoring, supervision, evaluation, or other functions necessary for the academic and career progress of the Individual Supervised free of a perceived conflict of interest, exploitation, and favoritism. Please provide specifics. For example, who will serve as thesis advisor or committee member, academic advisor, etc., and how the academic and career progress of the individual supervised will be monitored. Please be specific concerning how any potential conflict(s) of interest will be avoided. (If more than one person will fulfill some or all of these roles, please specify who they are and the roles they will fulfill.) Please be specific concerning how any potential actual and/or perceived conflict of interest, exploitation, and favoritism will be avoided, including, for example, assurances that the Party in Position of Greater Authority or Power named above will not materially influence the educational opportunities or career of the other party.

Type in or cut and paste the narrative into the box below. Additional space is provided on the next page.

Section III. Mitigation Plan Narrative (continued)

Continue here if you need more room.

A large, empty rectangular box with a thin black border, occupying the majority of the page below the text. It is intended for the user to write the continuation of the mitigation plan narrative.

Section IV. Chancellor(s) Approval of the Mitigation Plan (to be completed by the Chancellor(s))

I approve the proposed mitigation plan

I do not approve the proposed mitigation plan

Print Name

Signature and Date

Title

I approve the proposed mitigation plan

I do not approve the proposed mitigation plan

Print Name

Signature and Date

Title