

MOTION: THAT THE DEPARTMENT SHOULD ADOPT THE FOLLOWING GUIDELINES.

### **Guidelines for avoiding COI between members of couples and families**

Department of Philosophy, March 2019

For McGill's Regulations Governing Conflicts of Interest, see:

[https://www.mcgill.ca/secretariat/files/secretariat/conflict-of-interest-regulation-on\\_0.pdf](https://www.mcgill.ca/secretariat/files/secretariat/conflict-of-interest-regulation-on_0.pdf)

For the purposes of this document, 'couple' designates two members of the department who have or have had a **close or intimate personal relationship**, including marriage, co-habitation, co-parenting, or a sexual relationship (see 1.8 of McGill's Regulations).

#### **1. Transparency**

(i) Members of a couple must disclose their status as a couple to the Chair of the Department (see 3.1 of McGill's Regulations).

(ii) The Chair will announce the list of couples who have given the Chair permission to announce their potential conflict of interest at the first meeting of the department of each academic term, and student representatives should communicate the list to their constituencies.

(iii) In the event that a member of a couple is to take up an office, sit on a selective committee, or co-supervise a graduate student with their partner (see 2, 3, and 4 below), the status of the couple will be revealed to those persons who have a legitimate need to know (which may be all members of the department, Chair of the committee, or student to be supervised) (see 4.1 of McGill's Regulations).

#### **2. Offices**

(ii) When an officer of the department (Chair, GPD, UPD, Placement Officer or other) is a member of a couple, a member of the department will be appointed by the Chair (or, in the case that the Chair is a member of a couple, the previous Chair) to be the Associate Officer to whom any member may appeal should they wish to raise an issue concerning the partner of the member who holds that office. The names of these Associates will be both announced and published on the web-site.

#### **3. Committees**

(i) In the case of committees of the whole, both members of a couple may serve.

(ii) Departmental sub-committees, and selective committees (e.g. search committees, promotion committees) should include only one member of a couple. Should both members wish to serve, the Chair will determine which shall be included.

(iii) Should the member applying for promotion believe that it is in their interest to have both members of couples participate in their promotion committee, they may ask the Chair to waive 3. (ii). In that case both members of any couple, should they be eligible, may participate in the committee.

#### **4. Graduate Supervision**

(i) Students are encouraged, where possible, to seek out supervisory committees that do not include both members of a couple.

(ii) If the student believes that both members of a couple should serve as their supervisors, and both members agree, the GPD will appoint a third member of the department to whom the student may appeal should they believe that a conflict of interest has arisen.

#### **5. Children**

(i) Children of members of the department should not enrol in courses taught by their parent(s).

(ii) Should a child of a member of the department have as an Instructor or Teaching Assistant someone who is a student of the parent, the parent should disclose that to the Chair. The Chair will then make alternative arrangements for grading the child's work.