

IV. Consensual Relationships

This policy addresses sexual, intimate, and/or romantic relations between members of the University whose professional relationship involves professional power differential or supervisory responsibilities. Administrators, employees, faculty members, and students shall not have any supervisory or evaluative role over those with whom they have a sexual, intimate, or romantic relationship.

In the event employees are married, in an intimate partnership, have a domestic relationship, or have sexual contact with another employee or student with whom they have direct professional power differential or supervisory responsibilities, they are required to disclose the relationship to the appropriate supervisor. Direct professional power differential or supervisory responsibilities include: evaluation of academic or research performance, compensation, work assignments or annual employee performance evaluations. Supervisors should contact their Human Resource Business Partner for guidance as necessary if this applies to their employee(s).