

1 [There is 1 point about which the Faculty Senate Steering Committee had comments. These
2 comments are in brackets, non-italic bold and Red.]
3

4 5 APPENDIX J

6 7 PERSONAL, FAMILIAL AND CONSENSUAL-SEXUAL RELATIONSHIPS POLICY

8 9 ~~II. Personal, Familial and Consensual-Sexual Relationships~~

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11 ~~Instructional personnel are expected to avoid or to recuse themselves from any situation which~~
12 ~~requires them to evaluate a person with whom they have a relationship which could make their evaluations~~
13 ~~suspect.~~

14
15 ~~Moreover, every effort should be made to avoid having a faculty member teach a person in his or~~
16 ~~her immediate family; such an undesirable situation should occur only after consultation with the~~
17 ~~departmental chairperson or the dean and only when alternative arrangements are unreasonable.~~

18
19 ~~Any amorous or sexual relationship, except marriage, is unethical when it occurs between an~~
20 ~~instructor or employee of the University and any student for whom he or she has a professional~~
21 ~~responsibility which could influence the student's grade or affect the student's academic success or~~
22 ~~professional future. Inherent in such professional responsibility is an element of power which the person in~~
23 ~~authority must not abuse or seem to abuse. Persons having professional responsibility for students may be~~
24 ~~subject to disciplinary action if a complaint is filed as a result of an amorous or sexual relationship with a~~
25 ~~student, even if both parties consented to the relationship.~~

26
27 ~~Every effort should be made to avoid having faculty members teach or supervise members of their immediate family or~~
28 ~~anyone else with whom they have a relationship that could interfere with impartiality. Such an undesirable situation should occur~~
29 ~~only with approval of the departmental chairperson or the dean, and only when alternative arrangements are unreasonable.~~
30 ~~Otherwise, amorous or sexual relationships between instructors or supervisors and persons over whom they have professional~~
31 ~~authority are prohibited and may result in disciplinary action against the instructor or supervisor.~~

32 [Some committee members felt that two very different issues are discussed in this paragraph:

- 33 1. Supervisory role (or not) of faculty over family members, and
34 2. Sexual relationships between persons in authority with individuals over whom they have authority (and
35 are not related.

36 The implication was that these items should be discussed in separate paragraphs to make clear that they are
37 separate issues.]
38

39 ~~Persons who have an instructional or supervisory role over family members or those with whom they have consensual-~~
40 ~~sexual or personal relationships may be subject to charges of bias or coercion brought by the persons directly involved or by third~~
41 ~~parties who perceive that their own legitimate interests have been compromised. A complaint regarding consensual-sexual or~~
42 ~~personal relationships may allege sexual harassment, discrimination against the ~~student~~ person involved,~~
43 ~~preferential treatment for that ~~student~~ person, or actions which indicate a relationship with a ~~student~~ that~~
44 ~~could make evaluation of that ~~student~~ person suspect. Filing and disposition of such complaints will follow~~
45 ~~the process and disciplinary procedure described for complaints of sexual harassment (see ~~Reporting in~~~~
46 ~~Section I Appendix I).~~
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