

The University of North Texas at Dallas Policy Manual	Chapter 5.000
5.028 Consensual Relationships	Human Resources

Policy Statement. The University of North Texas at Dallas is committed to maintaining learning and work environments free from exploitation and favoritism. Where an employee uses a position of authority to induce another person to enter into a non-consensual relationship, the harm both to that person and to the University is clear. Even where the relationship is consensual, there is significant potential for harm when there is a difference in power between the individuals involved, such as supervisor and employee, faculty and student, or academic advisor and advisee, because the relationships may cast doubt on the objectivity, fairness, or propriety of decisions made by the person in the position of authority.

For these reasons an employee is required to disclose the existence of a consensual relationship with a subordinate or student over whom he or she exercises authority or where there is a difference in operational power, and may not remain in the position to exercise authority or power over the individual without the written permission of the appropriate university official. A faculty employee is strictly prohibited from having a consensual relationship with a student when the student is enrolled in his or her course, or when the faculty employee is in a position to influence the student’s academic standing.

Application of Policy. This policy applies to all employees.

Definitions.

1. **Consensual Relationships.** “Consensual Relationships” mean intimate or amorous relationships willingly entered into between individuals.
2. **Supervisor.** “Supervisor” means anyone who manages, directs, or evaluates the work of employees or student employees.

Procedures and Responsibilities.

1. **Employee-Employee Relationships.**
 - 1.01. An employee in a consensual relationship with a subordinate or with an individual over whom he or she exercises operational power must disclose the relationship to his or her immediate superior and initiate discussions to manage any conflicts created by the relationship.
 - 1.02. If the University and the employee are unable to implement a plan to satisfactorily manage the consensual relationship, the employee shall terminate the relationship while employed with the University.

Responsible Party: Employees

2. **Faculty–Student Consensual Relationships.**

2.01. A faculty member must disclose, to the chair of his or her department, a consensual relationship with:

- i. a student enrolled in a course he or she is teaching, directing, grading, or evaluating;
- ii. a student about which he or she is deliberating; or
- iii. a student whom he or she is supervising for academic credit or employment.

2.02. A faculty member required to disclose a consensual relationship is responsible for terminating the relationship or initiating discussions with his or her chair to resolve conflict with this policy before official action begins concerning the student.

Responsible Party: Faculty

3. **Resources.** Questions regarding this policy or what options may be available for resolving issues arising under it may be referred to human resources staff, departmental chairs, the Provost, the Associate Provost of Student Success, or the Equal Opportunity Coordinator.

Responsible Party: All

References and Cross-references. None.

Approved: 8/31/2010

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Revised: