

## CONSENSUAL AMOROUS AND/OR SEXUAL RELATIONSHIPS BETWEEN EMPLOYEES AND STUDENTS

This policy statement was recommended by the Academic Senate on June 18, 2014 and approved by the President on June 19, 2014.

### 1.0 GUIDING PRINCIPLES

- 1.1 California State University, Long Beach, recognizes that there is a power disparity between a student and any individual [hereinafter referred to as "covered individual"] who is currently teaching, evaluating, counseling, coaching, advising, and/or supervising that student.
- 1.2 Consensual amorous or sexual relations between a student and any covered individual can create a conflict of interest that may lead to complaints of favoritism, lower morale, adverse effects to student welfare, damaged learning and working relationships, or claims of sexual harassment or discrimination.

### 2.0 POLICY STATEMENT

- 2.1 The University will regard a consensual amorous or sexual relationship between any covered individual and a student for whom he or she has a teaching, evaluative, counseling, coaching, advising, or supervisory responsibilities as unprofessional and unacceptable.
- 2.2 The University expects covered individuals to refrain from taking any teaching, evaluative, counseling, coaching, advising, or supervisory role involving an individual with whom he/she is having an amorous or sexual relationship;
- 2.3 Any covered individual who is, has been, or becomes involved in an amorous or sexual relationship with a student over whom he or she currently has authority, influence, or responsibility must promptly inform his or her immediate supervisor of such relationship. Moreover,
  - 2.3.1 any covered individual who is, has been or becomes involved in an amorous or sexual relationship with a student must remove himself or herself from any participation in any key academic-related decisions, such as those related to grading, transfer, evaluation, awards, discipline, or academic status.
  - 2.3.2 any covered individual who is, has been or becomes involved in an amorous or sexual relationship with a student must remove himself or herself from any participation in any key employment-related decisions, such as those related to hiring, evaluation, or discipline.
- 2.4 The supervisor informed of the amorous relationship shall reassign key academic-related or employment-related decisions regarding the student who is or has been in an amorous or sexual relationship with a covered individual to a different covered individual for whom no conflict of interest exists in making such decisions.
- 2.5 Violators of this policy shall be subject to warning, reprimand or other disciplinary procedures in accordance with University regulations.