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| California State University, Long Beach | Policy Statement |

XX-XX

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

This policy was recommended by the Academic Senate on \_\_\_\_\_\_\_\_\_  
and approved by the President on \_\_\_\_\_\_\_\_\_\_\_.

1. **Guiding Principles**
   1. California State University, Long Beach recognizes that there is a power disparity between any individual who is or has been in a consensual amorous or sexual relationship with a student he or she is currently teaching, evaluating, counseling, coaching, advising, and/or supervising.

*Amorous or sexual relationships between faculty or staff and a member of the University community for whom they have teaching, evaluative, advocacy, counseling, advising or supervisory responsibilities are unacceptable, even if the parties involved view such a relationship as consensual. (Language from CSUF’s policy)*

* 1. Consensual amorous or sexual relations with a student in a subordinate position to a faculty or staff member can create a conflict of interest that may lead to complaints of favoritism, lower morale, damaged working relationships, or claims of sexual harassment or discrimination.
  2. An ongoing or past consensual amorous or sexual relationship between a faculty or staff member and a student for whom he or she has teaching, evaluative, counseling, coaching, advising, or supervisory responsibilities is not appropriate.

**2.0 Policy Statement**

2.1 The University will regard an ongoing or past consensual amorous or sexual relationship between a faculty or staff member and a student for whom he or she has, or has a reasonable expectation in the future of having, teaching, evaluative, counseling, coaching, advising, or supervisory responsibilities as unprofessional and unacceptable.

2.2 The University expects faculty to refrain from taking any teaching, evaluative, counseling, coaching, advising, or supervisorial role involving an individual with whom he/she is having or has had an amorous or sexual relationship;

2.3 Any faculty or staff member 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 faculty or staff member 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, discipline, or academic status.

2.3.2 any faculty or staff member 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 faculty or staff member to a different faculty or staff member for whom no conflict of interest exists in making such decisions.

2.5 Violations of this policy shall be subject to warning, reprimand or other disciplinary procedures in accordance with University regulations.

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| EFFECTIVE: \_\_\_\_\_\_\_\_\_\_\_\_ |