



Consensual romantic, physically intimate, or sexual relationships in which one party maintains a direct supervisory or evaluative role over the other party (e.g., supervisor-supervisee, faculty-student, staff-student) must be disclosed to the office of human resources.

While no relationships are specifically prohibited by this policy, relationships in which the parties have a power differential are generally discouraged. Such relationships may violate standards of professionalism and/or professional ethics and may be less consensual than perceived by the person whose position confers power or authority.

An employee with direct supervisory or evaluative responsibility who is involved in a consensual relationship with a supervisee or student must immediately notify the office of human resources. Immediate notification is crucial to effectively address and mitigate potential conflicts of interest or issues of impropriety. In most instances, the existence of such a relationship results in removing the supervisory or evaluative responsibilities from the employee or shifting a party from being supervised or evaluated by a person with whom they have established a consensual relationship.

The duty to inform the office of human resources pertains even if the applicable relationship existed prior to adoption of this policy or prior to employment. Failure to make a timely report of such a relationship may result in disciplinary actions.

Retaliation against individuals who report concerns about consensual relationships is prohibited and is considered a violation of this policy.

Definitions

Academic Responsibility: Authority on behalf of the university for academic advancement, grades, instruction, evaluation, or supervision of any student.

Consensual Relationship: Any romantic, physically intimate, or sexual relationship where one party has academic and/or supervisory responsibility for the other or is involved in the evaluation of the other party, whether the other party is an employee or a student.

Employee: All persons employed by the university, including faculty, classified staff, adjuncts, graduate assistants, and student employees.

Student: Any person who has or will have attained student status by way of admission or other service that requires student status, registration for one or more credit hours, or enrollment in any non-credit, certificate, or other program offered by the university.

Related Policies: [Policy 1004 Nondiscrimination, Anti-harassment, and Title IX](#)
[Policy 1006 Employee Conduct and Behavior Expectations](#)

Policy 1027 Consensual Relationships

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