

<p>University Policy Statement California State University, Fullerton</p>

UPS 240.200

POLICY ON AMOROUS OR SEXUAL RELATIONSHIPS BETWEEN FACULTY, STAFF AND STUDENTS

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.

The University will regard such behavior as unprofessional, unacceptable and potentially subject to reprimand or disciplinary procedures. The University expects faculty and staff to:

- (a) refrain from taking any teaching, evaluative, advocacy, counseling, advising, or supervisory role involving an individual with whom he/she is having an amorous or sexual relationship;
- (b) remove himself/herself from any teaching, evaluative, advocacy, counseling, advising or supervisory role involving an individual with whom he/she is having an amorous or sexual relationship.

Any supervisor who is aware of a faculty or staff member who has a teaching, evaluative, advocacy, counseling, advising, or supervisory responsibility for an individual with whom he/she is having an amorous or sexual relationship shall take action to remove that individual from his/her position of responsibility or otherwise resolve the problem.

A member of the campus community who fails to withdraw from participation in activities or decisions that may reward or penalize the party with whom he/she is having a consensual relationship will be deemed to have violated this policy.

It is the responsibility of department chairs, deans, supervisors and managers to take all necessary and appropriate steps, beginning with informal steps to resolution, to prevent and correct problems stemming from amorous or sexual relationships. If informal steps for resolution are unsuccessful, the matter will be pursued via the formal corrective action or complaint process listed in the sexual harassment complaint procedures.

It is the responsibility of any member of the campus community who may be uncertain about the propriety of consensual amorous or sexual relationships to consult with campus personnel knowledgeable about professional standards, ethical issues, and sexual harassment.

DISSEMINATION OF POLICY, EDUCATION AND TRAINING

The President shall take appropriate measures to ensure:

- that this policy is widely and frequently disseminated on campus, including among students; and that
- other appropriate means of educating the community, such as periodic workshops, are pursued.

It shall be the responsibility of managers, supervisors, deans and department chairs to ensure that employees or students under their direction or supervision are informed of this policy.

EFFECTIVE DATE: September 19, 1994
[New UPS]
Supersedes ASD 94-115