

Reporting Romantic and Sexual Relationships in the Instructional and Supervisory Setting

Scope: Who is Covered by this Policy?

Employees and Students

Policy

~~Instructional, unclassified administrative and classified staff, and graduate students may not exercise academic authority or other University responsibility or authority over persons with whom they have a romantic or sexual relationship. “Academic authority” includes assigning grades, serving as an academic advisor, sitting on a thesis or dissertation committee, or otherwise exercising decision-making power that affects a student’s academic record, academic benefits, or progress toward graduation.~~

Instructional, unclassified administrative and classified staff, and graduate students may not exercise supervisory responsibility or other University responsibility or authority over persons family members or other employees with whom they have a romantic or sexual relationship. “Supervisory responsibility” includes any relationship wherein one person has the power or authority to alter or influence the responsibilities, duties, terms, and/or conditions of employment of another. Those with “supervisory responsibility” as used in this policy are not limited to direct or first-line supervisors.

~~Relationships covered by this policy include, but are not limited to, relationships between administrative faculty and staff, faculty and student, coach or other athletic staff member and student, graduate student and undergraduate student, post-doctoral~~

~~scholar/researcher and student, study abroad program director and student, and supervisor and supervisee.~~

Any instructional, unclassified administrative or classified staff member, or graduate student who is having ~~or has had~~ a romantic or sexual relationship with a person over whom he or she has ~~academic authority~~, supervisory responsibility, or other University responsibility or authority must notify his or her immediate supervisor of the relationship. The instructional, unclassified administrative or classified staff, or graduate student must be removed immediately from all decision-making processes and positions of authority concerning the person with whom he or she is having ~~or has had~~ the relationship. The University requires the resolution of all conflicts of interest created by the relationship.

Failure to report the relationship, to cooperate in the transfer of responsibility and authority, or to resolve all conflicts of interest are grounds for discipline, up to and including termination, under appropriate University policies.

Related Form(s)

Not Applicable.

Additional Resources and Procedures

Not Applicable.

FAQ

Not Applicable.

Policy Administration

Next Review Date

7/1/2023

Responsible Officers

- Associate Vice President for Human Resources
- Assistant Provost for Academic Personnel
- Provost and Executive Vice President for Academic Affairs
- Senior Vice President for Finance and Business Services

Legal Authority

Not Applicable.

Compliance Policy

No

Recent Revision History

Amended July 2018; [Amended July 2021](#)

Reference ID(s)

- MUPIM 3.16
- OAC 3339-3-16

Reviewing Bodies

- Associate Vice President for Human Resources
- Assistant Provost for Academic Personnel
- University Senate
- Provost and Executive Vice President for Academic Affairs
- Senior Vice President for Finance and Business Services