MEMORANDUM

October 27, 2011

To: Faculty Senate

From: Carmen Suarez, Director, Human Rights Access and Inclusion
Hoey Graham, Senior Associate General Counsel

Re: Consensual Relations Policy

Background

The university does not have a formal (FSH) consensual relations policy. An informal policy is distributed at the start of each semester in the “As the Semester Begins” publication produced and disseminated by the Office of the Faculty Secretary. The informal policy states that a consensual romantic or sexual relationship between a faculty member and student, or between a supervisor and subordinate, is considered to be “unwise.”

Early this year, we began work on a formal policy to be incorporated in the Faculty-Staff Handbook. The effort took on greater significance and urgency with a tragic incident in August that arose out of what began as a consensual relationship between a faculty member and student. The proposed policy reflects extensive review of policies at other institutions, which range from permissive but discouraging of consensual relationships, to those that flatly prohibit them.

Proposed Policy

This proposal reflects comments and suggestions from Staff Affairs and the FAC, both of which have approved the policy in its current form, and it has been reviewed and approved by the ASUI leadership. We are gratified by the support from each of these groups, both for both the principles underlying the policy and for the process for ensuring that relationships that exist or arise are addressed appropriately.

The policy, if approved, will become part of Chapter 3, Subpart 3.2 Working Conditions, of the FSH.

We greatly appreciate the assistance and helpful participation of Staff Affairs, the FAC, ASUI, and the Senate leadership in the development of this policy.