# California State University, Long Beach Policy Statement

14-05

July 15, 2014

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

This policy statement was recommended by the Academic Senate on June 18, 2014 and approved by the President on June 19, 2014.

## 1.0 GUIDING PRINCIPLES

* 1. California State University, Long Beach, recognizes that there is a power disparity between a student and any individual [hereinafter referred to as “covered individual”] who is currently teaching, evaluating, counseling, coaching, advising, and/or supervising that student.
  2. Consensual amorous or sexual relations between a student and any covered individual can create a conflict of interest that may lead to complaints of favoritism, lower morale, adverse effects to student welfare, damaged learning and working relationships, or claims of sexual harassment or discrimination.

## 2.0 POLICY STATEMENT

* 1. The University will regard a consensual amorous or sexual relationship between any covered individual and a student for whom he or she has a teaching, evaluative, counseling, coaching, advising, or supervisory responsibilities as unprofessional and unacceptable.
  2. The University expects covered individuals to refrain from taking any teaching, evaluative, counseling, coaching, advising, or supervisorial role involving an individual with whom he/she is having an amorous or sexual relationship;
  3. Any covered individual 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,
     1. any covered individual 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, awards, discipline, or academic status.
     2. any covered individual 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.
  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 covered individual to a different covered individual for whom no conflict of interest exists in making such decisions.
  5. Violators of this policy shall be subject to warning, reprimand or other disciplinary procedures in accordance with University regulations.

EFFECTIVE: Immediate

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