

Sun Devil Athletics Manual (SDA)

SDA 406: Consensual Relationships

Effective: 1/25/2005

Revised: 8/2/2024

Purpose

To state the Sun Devil Athletics (SDA) policy on consensual relationships between SDA coaches, staff members, student assistants, and student-athletes

Source

NCAA Bylaws

Applicability

All full-, part-time, and voluntary SDA coaches, staff members, and student-assistants All third-party staff members who work for or report to SDA staff

Policy

It is the policy of Sun Devil Athletics (SDA) that sexual relationships between SDA coaches (whether paid or voluntary) or other full-, parttime, or voluntary SDA staff members and student-athletes or SDA student assistants, or between SDA student assistants and student-athletes, are prohibited.

This prohibition does not apply to a consensual relationship between an SDA staff member or student assistant and a student-athlete that began before the individual became an SDA staff member or student assistant. Any SDA coach, staff member, or student assistant involved in such a pre-existing relationship must notify his or her supervisor of this fact immediately upon becoming an SDA staff member or student assistant.

In addition, no SDA coach, staff member, or student assistant shall provide any student-athlete with a service or a product that the SDA coach, staff member, or student assistant knows or should know will result in the receipt by the student-athlete of an improper extra benefit as defined by the NCAA.

The focus of this policy is to maintain the integrity of the professional relationship between university coaches and staff members and the students for whom they are responsible, and to prevent the giving of impermissible benefits or advantages to student-athletes by SDA coaches, staff members, or student-assistants. While friendships are not prohibited (unless an impermissible benefit or advantage is realized), sexual relationships, which increase the likelihood of an improper extra-benefits violation, are prohibited.

When a newly appointed student or graduate assistant has a pre-existing romantic relationship with a student-athlete, the new student or graduate assistant assumes and accepts the responsibilities of becoming an SDA staff member. This means that the new staff member can continue the relationship, but must not provide a service or product to a student-athlete that the staff member knows or should know will result in an improper extra-benefits violation.

Violations of Policy

Violation of this policy shall result in disciplinary action, up to and including dismissal of the offending SDA coach or staff member or reassignment or dismissal of the offending SDA student assistant. In determining what discipline to assess, the Director of Athletics shall take into account whether the SDA coach, staff member, or student assistant self-reported and disclosed the violation before it was discovered by other means.

Disclosure of the relationship need not result in termination—depending on the circumstances, the staff member may be reassigned so as not to have any further professional contact with the student-athlete—but the staff member will be required to end the relationship as a condition of continued employment with SDA.

Nondisclosure of the relationship will result in the staff member’s termination from SDA.

Cross-Reference

For further information, see [SDA 601](#), “Rules Compliance.”