

Staff Personnel Manual (SPP)

SPP 815: Romantic or Sexual Relationships Between Employees/Volunteers and Students

Effective: 3/25/2016

Revised: 4/5/2018

Purpose

To set forth the university's policies and procedures concerning romantic or sexual relationships between employees/volunteers and students.

Source

University policy

Applicability

[Classified staff](#), [university staff](#), [non-faculty administrators](#), all other employees, and [volunteers](#).

Policy

Staff and volunteers (collectively "staff") are prohibited from engaging in a romantic or sexual relationship with a student over whom they exert control or influence, real or perceived. Such control or influence includes, but is not limited to, service as a formal or informal advisor to a student organization or club, university program or activity; exercising responsibility over a student's academic status, such as academic advising; financial aid or residency determinations; or exercising responsibility over a student's housing such as a community assistant or director would exercise.

A staff member who, prior to the effective date of this policy, exercises control or influence as described above over a student with whom the staff member has an existing romantic or sexual relationship shall disclose the existence of the relationship to the head of their department or college. The head of the department or college shall immediately take steps to ensure that moving forward the staff member has no control or influence over the student.

This policy is in addition to all other university policies addressing the relationship of employees, faculty, or volunteers with students. Employment relationships shall be governed by existing university policy. Violation of this policy may lead to counseling or disciplinary action up to and including termination of employment.

Procedures

The exclusive procedure and protocols for the investigation of any claims of violations of this policy are set forth in [P20](#). If a deviation from these procedures is determined to be necessary for a particular case, that deviation shall not invalidate the findings of any investigation.

Cross-References

For additional, related policies, see:

1. [ACD 401](#), “Prohibition Against Discrimination, Harassment, and Retaliation”
2. [ACD 402](#), “Romantic or Sexual Relationships Between Faculty Members and Students”
3. [ACD 515](#), “Nepotism”
4. [SPP 205](#), “Nepotism and Relationships Between Employees”
5. [SSM 304–06](#), “Nepotism—Student Employment”