



# FERRIS STATE UNIVERSITY

HUMAN RESOURCES

## HR Related Policies & Procedures

Effective Date: October 22, 2004

FSU-HRPP 2005:52

## Consensual Relationship

### COVERED EMPLOYEES

- All employees.

### BOT POLICY

**Sec. 8-702. Consensual Relationships Between University Employees and Between University Employees and Students.** Employees and students of the University are expected to make responsible choices. Consensual relationships of an amorous or sexual nature, that might be appropriate in other circumstances, are deemed inappropriate when they occur between an employee of the University and a student for whom he or she has a professional responsibility or between an employee of the University and another employee for whom he or she may have professional responsibility. For example, such a relationship would be inappropriate between a faculty member, administrator, supervisor, advisor, coach or residential staff member and a student for whom he or she has professional responsibility. Another example is a relationship between a supervisor, manager, or administrator and an employee for whom he or she has professional responsibility. Even when both parties have consented to the development of such a relationship, the relationship can raise serious concerns about the validity of consent, conflicts of interest, and unfair treatment for others and may result in serious consequences.

### HR PROCEDURES/DESCRIPTION/DEFINITIONS

#### I. **Employee/Student Relationship:**

Any University employee who has professional responsibility for students shall not assume or maintain professional responsibility for any student with whom the University employee has engaged in an amorous or sexual relationship. Whether the relationship predated the assumption of professional responsibility or arose out of the professional association, the University employee shall immediately disclose the relationship to the relevant unit administrator. The unit administrator shall immediately arrange a meeting of the parties to the relationship to discuss alternative oversight of the student, and to attempt to cooperatively reach

agreement on changes that will move professional responsibility for the student to another University employee. If no agreement is reached, the unit administrator shall determine and direct the best method to deal with the situation. Failure by the employee to disclose the relationship could result in corrective action and/or termination of employment.

II. **Employee/Employee Relationships:**

Any University employee who has professional responsibility for other employees shall not assume or maintain professional responsibility for any employee with whom the University employee has engaged in an amorous or sexual relationship. Whether the relationship predated the assumption of professional responsibility or arose out of the professional association, the University employee who holds the responsibility shall immediately disclose the relationship to the relevant unit administrator. The unit administrator shall immediately arrange a meeting of the parties to the relationship to discuss alternative oversight of the employee, and to attempt to cooperatively reach agreement on changes that will move professional responsibility for the employee to another University employee. If no agreement is reached, the unit administrator shall determine and direct the best method to deal with the situation. Failure by the employee who holds the responsibility to disclose the relationship could result in corrective action and/or termination of employment.

**RESPONSIBILITY**

**Employee:** Promptly disclose an amorous or sexual relationship he/she has with a student or another employee for whom he/she has professional responsibility.

**Supervisor:** Meet with the parties to attempt a cooperative resolution to the removal of the professional responsibility, or if that fails, determine the best method to deal with the situation.

*Refer Questions To: Human Resources, Employee Relations and Affirmative Action, or Labor Relations.*

*Also see HRPP 2005:19 - [Nepotism and Favoritism](#).*