WHEREAS, the consensual relationships policy addresses those romantic and/or sexual relationships between faculty or other instructional staff and their students or between supervisory employees and their subordinates; and

WHEREAS, a statement on consensual relationship consistent with UW system Regent’s Policy shall be developed by each institution in consultation with faculty, academic staff and student governing bodies; and

WHEREAS, the previous consensual relationship policy was vague and did not require persons to inform the department chair or supervisor about the relationship; and

WHEREAS, the previous policy did not provide a place for which university employees can receive information regarding the said policy; and

WHEREAS, the new policy prohibits a relationship between a student and faculty within an instructional context; and

WHEREAS, the new policy does not prohibit relationship within student employment; and
WHEREAS, the UW-Eau Claire’s Affirmative Action Office will handle issues/complaints arising from the new consensual relationship policy; and

WHEREAS, the Student Life & Diversity Commission has voted 10-0-0 in support of this policy;

BE IT THEREFORE RESOLVED that the Student Senate support the changes seen in Attachment “A”; and

BE IT FINALLY RESOLVED that upon passage, President Umhoefer transmit a copy of this resolution to Dr. Brian Levin-Stankevich, Chancellor; Dr. Patricia Kleine, Provost/Vice Chancellor; Dr. Beth Hellwig, Vice Chancellor, Student Affairs; Dr. Susan Harrison, Chair, University Senate; Dave Gessner, Assistant Chancellor, Budget & Finance; Dr. Teresa O’Halloran, Assistant to Chancellor for Affirmative Action; and Jodi Thesing-Ritter, Associate Dean of Students, Dean of Students Office.

SUBMITTED BY:
Davendra Raj, Student Life & Diversity Commission Director and Off-Campus Senator
Student Life & Diversity Commission
Adam Sorelle, Treasurer/Chief of Staff
April 12, 2010
Consensual Relationships Policy

Romantic/sexual relationships among faculty, staff, and students raise concerns including the potential for abuse of power or conflict of interest. Because trust and respect are necessary to successful working and learning environments, the following policy is in place to create for our faculty, staff, and students a learning and work environment as free as possible from conflict of interest, exploitation, and favoritism.

Policy:

**Relationships Involving Students within the Instructional Context are Prohibited:**
Within the instructional context, no employee shall engage in romantic and/or sexual relationship with a student. The instructional context is to be construed broadly and includes academic instruction, advising, direct or indirect evaluation of a student’s work, and research collaboration or assistantships.

**Relationships between Supervisory and Subordinate Employees:** If a romantic and/or sexual relationship develops between a supervisor and one of his or her subordinate employees, the supervisory employee must report the relationship to his or her supervisor so that alternative arrangements may be made for evaluation of the subordinate employee’s work and any hiring, firing, pay, or other personnel decisions.

**Complaints:** Complaints alleging violation of this Policy are handled through UW-Eau Claire's Affirmative Action Office.

**Consequences:** Violations of this policy may result in disciplinary action up to and including dismissal.

**Exceptions:** Due to the sensitive nature of the issues addressed by this policy, it is possible that exceptions may be necessary. Any exceptions to this policy must be approved by those in the supervisory line of the employee(s) involved in the relationship and the Affirmative Action Officer.