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.