

Section: Employee/Labor Relations

Section Number: 4.8.15

Subject: Consensual Relationships

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Date of Present Issue:

02/01/2008

POLICY:

Employees and students of Lake Superior State University are expected to make responsible choices. Consensual relationships of an amorous or sexual nature, that might be appropriate in other circumstances, are inappropriate when they occur between an employee of the University and a student for whom he or she has a supervisory relationship or between an employee of the University and another employee for whom he or she may have a supervisory relationship. 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 a supervisory relationship. 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.

I. Employee/Student Relationship:

Any University employee who has a supervisory relationship for students shall not assume or maintain a supervisory relationship for any student with whom the University employee has engaged in an amorous or sexual relationship. Whether the relationship predated the assumption of the supervisory relationship or arose out of the professional association, the University employee shall immediately disclose the relationship to the relevant supervisor. The supervisor 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 supervisory responsibility for the student to another University employee. If no agreement is reached, the supervisor 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 Relationship:

Any University employee who has a supervisory relationship for other employees shall not assume or maintain a supervisory relationship for any employee with whom he or she has engaged in an amorous or sexual relationship. Whether the relationship predated the assumption of supervision or arose out of the professional association, the University employee who holds the supervisory role shall immediately disclose the relationship to the relevant supervisor. The supervisor 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 supervisory responsibility for the employee to another University employee. If no agreement is reached, the supervisor 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.