**Model Policy**

Issued by: Office of General Counsel, UT System

February 21, 2012

**CONSENSUAL RELATIONS**

**1. Policy.**

**[Option 1 – Prohibited, Conflict of Interest]** The University of Texas **[name of institution]** considers a consensual romantic and/or sexual relationship between a University employee with supervisory teaching, evaluation or advisory authority and an employee, student or student employee who is directly supervised, taught, evaluated, or advised by such employees to be a prohibited conflict of interest. Such relationships must be immediately reported to the supervisor(s) of the person involved in the prohibited relationship and managed.

Complaints concerning consensual relationships by non-participating individuals will be treated as third-party sexual harassment or sexual misconduct complaints.

**[OR]**

**[Option 2 – Prohibited]** It is the policy of The University of Texas **[name of institution]** that the following romantic or sexual relationships are prohibited:

1. between a faculty member and a student who is enrolled in the faculty member’s course or who is otherwise under the supervision of the faculty member, or
2. between a supervisor and a person under his or her supervision.

This policy is not intended to discourage the interaction of faculty and students, and supervisors and employees where it is appropriate and ethical; however, it is intended to clarify that romantic or sexual relationships often create situations that lead to sexual harassment, conflicts of interest, favoritism, and low morale. Therefore, such relationships are prohibited and subject to disciplinary action.

Complaints concerning consensual relationships by non-participating individuals will be treated as third-party sexual harassment or sexual misconduct complaints.

**2. Applicability.**

This policy applies to all University administrators, faculty, and staff.

**3. Reporting and Complaints Concerning Consensual Relations.**

Complaints about suspected violations of this policy should be reported to the supervisor(s) of the person involved in the prohibited relationship.

**4. Related/Additional Conduct Violations.**

5.1 Retaliation. An administrator, faculty member, student, or employee who retaliates in any way against an individual who has brought a complaint pursuant to a University policy or against an individual who has participated in an investigation of such a complaint is subject to disciplinary action, including dismissal.

5.2 False Complaints. Any person who knowingly and intentionally files a false complaint under a University policy is subject to disciplinary action up to and including dismissal from the University.

**6. Authority/Related Policies.**

Sexual harassment is a form of sex discrimination under Title VII of the Civil Rights Act of 1964, Title IX of the Civil Rights Act of 1972, and the Texas Labor Code, and it is illegal, and actionable under civil and criminal law.

**[Conflict of Interest – link]**

Sexual Harassment Complaint, Investigation, and Grievance Procedures and Responsibilities **[link]**

Sexual Harassment by Faculty or Staff **[link to policy]**

Faculty Disciplinary Procedures **[link]**

Staff Disciplinary Procedures **[link]**