

PROCEDURE LIT.1.04.11 CONSENSUAL RELATIONSHIPS – CONDUCT AND DISCLOSURE

SCOPE: Faculty, Staff, and Students (Including Interns or Volunteers)

1. Conduct. All employees who engage in consensual romantic relationships must conduct themselves in an appropriate professional manner while in the performance of their duties. They should not engage in inappropriate behaviors that may cause their coworkers to feel embarrassed, awkward, uncomfortable or be disruptive/distracting to the work environment. This includes, but is not limited to:
 - 1.1. Kissing
 - 1.2. Prolonged hugging
 - 1.3. Hand holding
 - 1.4. Massaging
 - 1.5. Personal texting, emails, calls and conversation
2. Disclosure. Consensual relationships between Supervisors, as defined herein, and their Supervisees, as defined herein, are prohibited unless the Supervisor discloses the relationship to his or her immediate supervisor and a plan to manage the conflict inherent in the relationship has been approved and documented.
 - 2.1. Disclosure of a relationship by the Supervisee does not relieve the Supervisor of the duty to report the consensual relationship as soon as possible.
 - 2.2. Plans to manage a conflict may include, but are not limited to, reassignment of either party or other actions to change any conflict of interest or appearance of impropriety created because of the consensual relationship.
 - 2.3. Failure to disclose the relationship may result in disciplinary actions up to and including termination.
 - 2.4. Definitions.
 - 2.5. Consensual relationship means a mutually acceptable, romantic relationship or sexual interaction between a Supervisor and a Supervisee.
 - 2.6. Supervisor means any employee who, has responsibility, as part of his/her job duties, to teach, instruct, supervise, manage, advise, counsel, oversee, coach, grade, train, or evaluate another employee in any way.
 - 2.7. Supervisee means any employee or student who is taught, instructed, supervised, managed, advised, counseled, overseen, coached, graded, trained, or evaluated in any way by a Supervisor.

Related Policies: LIT.1.04

Relevant Forms/Documents:

Relevant TSUS Policies/Forms/Documents: Texas State University System Rules and Regulations, Chapter V. *Component Employees*, Section 2. *General*, Subsection 2.4. *Standards of Conduct*, 2.43 *Consensual Relationships*.

Relevant Statutes:

Relevant SACSOC Standards:

Document History:

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