

Purpose:

Whether a relationship is student/employee or employee/employee, the work or education relationship must be, and must remain, professional at all times. Romantic or sexual relationships between supervisors and subordinates or between students and employees who have authority or influence over aid, benefits, services, or the academic progress of that student may create an appearance of impropriety that is contrary to the interests of The University of Alabama ("University"). Even though a relationship may have been entirely consensual at its inception, a significant power differential exists when one party to the relationship has the authority to influence the academic progress, aid, benefits, or services of a student or to influence the employment of the other party. Such relationships are particularly vulnerable to exploitation as well as to claims of exploitation. The purpose of this policy is to clarify appropriate student/employee and employee/employee relationships.

Policy:

It is the policy of the University that employees shall not engage in consensual romantic or sexual relationships with any student or employee over whom he or she exercises any academic, administrative, supervisory, evaluative, counseling, advisory, or extracurricular authority or influence. This prohibition includes employees engaging in consensual romantic or sexual relationships with other employees when one party to the relationship is an individual who supervises, evaluates, makes assignments for, or grades the other party (*i.e.* "supervisor/subordinate relationship"). Likewise, employees who have the authority to influence aid, benefits, or services provided to a student may not engage in consensual romantic or sexual relationships with a student seeking such aid, benefits, or services. Similarly, employees who have the authority to influence the academic progress of a student may not engage in consensual romantic or sexual relationships with that student.

It is also the policy of the University that no employee shall exercise any academic, administrative, supervisory, evaluative, counseling, advisory, or extracurricular authority or influence over any student or employee with whom that employee has previously been involved in a consensual romantic or sexual relationship.

This policy applies to all employees, including all faculty, staff, and graduate/undergraduate student employees, except to the extent it explicitly contradicts anything in the Personal, Familial and Consensual Sexual Relationships Policy in the University's Faculty Handbook.

Procedure:

It is the responsibility of the parties who are or ever have been involved in such a consensual romantic or sexual relationship to take whatever steps are necessary to ensure immediate compliance with this policy. Compliance may be achieved in a number of ways including, but not limited to, (1) voluntary transfer or reassignment of one party so the supervisor/subordinate relationship or the improper student/employee relationship no longer exists; (2) termination of the romantic relationship; or (3) with respect to a student seeking aid, benefits, or services, excluding the employee from having any influence over the provision of aid, benefits, or services to that student.

Failure to comply with this policy will result in the taking of disciplinary action appropriate to the circumstances up to and including discharge or termination for cause.