

Effective: 2/2/1982

Revised: 7/1/2011



ACD 402: Amorous Relationships

Purpose

To set forth the university's policies and procedures concerning consensual amorous relationships

Sources

University policy

Applicability

All ASU employees and students

Policy

An "amorous relationship" as used in this policy means a relationship in which two individuals mutually and consensually understand their relationship to be romantic and/or sexual in nature.

No ASU employee shall participate in any key decisions or recommendations involving anyone with whom he or she is in a current amorous relationship. This includes, but is not limited to, any employment-related decisions such as hiring, evaluation, or discipline, as well as any kind of academic-related decisions, such as grading, transfer, or evaluation. The responsibility for key decisions must be assigned to another individual who is higher in administrative rank than either party. In some cases, it may be necessary to assign the responsibility to someone of equal rank (e.g., another dean, director, chair, or coordinator), but the responsibility for key decisions cannot be given to someone else whose own evaluation will be supervised by one of the parties.

An ASU employee may participate in key decisions or recommendations involving individuals with whom he or she has previously had an amorous relationship only upon the approval of the provost of the university or the chief human resources officer.

The "Code of Ethics" ([ACD 204-01](#)) and the "Standards of Professional Conduct for Faculty Members and Academic Professionals" ([ACD 204-02](#)) set forth standards to which faculty and academic professionals must adhere, including responsibilities to students. To protect those standards, faculty members and graduate students with teaching responsibilities shall not have an amorous relationship with any student who is currently enrolled in a course being

taught by the faculty member or graduate assistant or whose performance is currently being supervised or evaluated by the faculty member or graduate student.

Any individual who is involved in an amorous relationship with someone over whom he or she currently has authority, influence, or responsibility must promptly inform his or her immediate supervisor of such relationship and remove himself or herself from any participation in any key decisions or recommendations affecting the other person in the relationship, including evaluations, employment conditions, instruction, or academic status. The supervisor informed of the amorous relationship will place a written statement in the personnel file identifying the person(s) responsible for recommendations and/or decisions affecting evaluations, employment conditions, instruction, and/or academic status of the other person involved in the relationship.

Violations of this policy may result in disciplinary action, including termination of employment.

Cross-References

For additional information, see:

1. [ACD 515](#), "Nepotism"
2. the *Sun Devil Athletics Manual (SDA)*—[SDA 406](#), "Consensual Relationships"
3. the *Staff Policies and Procedures Manual (SPP)*—[SPP 205](#), "Nepotism"

and

4. the *Student Services Manual (SSM)*—[SSM 304-06](#), "Nepotism—Student Employment."