

Relationships Between Faculty Members, Teachers, and Students

Purpose

To set forth the university's policies and procedures concerning relationships between faculty members, teachers, and students.

Sources

University policy

Applicability

All ASU faculty members, employees with teaching responsibilities, and students.

Policy

One key metric by which ASU assesses itself is the academic success of its students. The degree of a student's academic success should not be the result of, or affected by, influences attributable to a romantic or sexual relationship between an ASU faculty member or teacher (hereafter within this policy called an "educator") and a student. Such a relationship inherently generates serious conflicts of interest, may permanently compromise the academic and professional reputations of both parties involved, does not promote an atmosphere conducive to learning, and also creates an unacceptable risk of real or perceived coercion or exploitation of students by educators.

To ensure fairness, objectivity, and the other ethical responsibilities expected of all members within a community of scholars, educators are committed to hold themselves to high standards with respect to their professional responsibilities toward students. These professional standards

recognize that the influence of the educator in teaching and mentoring extends beyond the classroom. These professional standards require that each educator will maintain appropriate professional personal boundaries with students, and that the educator will refrain from engaging in a sexual or romantic relationship with an ASU student.

This policy is consistent with the “Code of Ethics” ([ACD 204-01](#)) and the “Standards of Professional Conduct for Faculty Members and Academic Professionals” ([ACD 204-02](#)), which set forth standards to which faculty members must adhere, including responsibilities to students.

This policy does not apply in the case where an ASU student is the spouse of the ASU educator and where that student is attending ASU pursuant to the Qualified Tuition Reduction Program, ABOR 6-902.

Exceptions to this policy require approval on a case-by-case basis. Requests for exceptions must be made to the academic unit chair/director of the ASU educator involved, who will submit a request and recommendation to the Dean of the appropriate college. In turn, a recommendation will be provided by the Dean to the Provost, who will make the final determination on whether an exception is granted. Grounds for exceptions might include cases where the student and faculty member had a pre-existing domestic partnership prior to their affiliation with ASU. However, even if an exception is granted, the faculty member must 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.

Violations of this policy may result in corrective action, up to and including dismissal for cause.

Cross-References

For additional information, see:

1. [ACD 515](#), “Nepotism”
2. the *Intercollegiate Athletics Manual (ICA)*—[ICA 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.”
5. ACD 204-1-7
6. ABOR 6-201 Conditions of faculty service

Policies and procedures manual: P20

