The Policy Documents of the American Association of University Professors state that: In their relationships with students, members of the faculty are expected to be aware of their professional responsibilities and to avoid apparent or actual conflict of interest, favoritism, or bias. When a sexual relationship exists, effective steps should be taken to ensure unbiased evaluation or supervision of the student” (2001).

Texas A&M University adopts this definition and expands it to include consensual relationships between other individuals as well as students (e.g., faculty/staff; administrator/faculty; senior faculty/junior faculty, etc.)

It is the policy of TAMU that the following romantic or sexual relationships are discouraged:

A. 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,
B. Between a supervisor and a person under his/her supervision, or
C. Between TAMU employees at different levels of authority/power.

This policy is not intended to discourage the interaction of faculty and students and supervisors and employees where it is appropriate; however it is intended to clarify relationships that could lead to accusations of sexual harassment, misconduct, conflicts of interest, favoritism and low morale.

PROCEDURES:

The individual with the power or status advantage in the relationship will bear the burden of accountability. As such, that individual shall:

A. Inform her/his superior
B. Take action to ensure unbiased evaluation or supervision of the other involved person.

If a conflict arises that indicates the need for investigation then the University’s policy and procedures on Sexual Harassment will be employed (see University Rule 34.01.99.M1, System Rule 34.01, or System Regulation 34.01.01). If the appropriate supervisor has not previously been informed per Procedures Section A, then it will be assumed that this is not a consensual relationship.