

Policy Number: 03-05-045

Policy Title: CONFLICTING CONSENSUAL RELATIONSHIPS

Effective Date: December 15, 2003

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1. **Definitions**

Conflicting Consensual Relationship: A relationship of an amorous, romantic or sexual nature (including, but not limited to, a marriage relationship), in which both parties appear to have consented, and where there is a position of direct educational or workplace authority of one individual over the other.

Person with Power: A person with educational or workplace authority over another person with whom there is a Conflicting Consensual Relationship.

Supervisor: The person with immediate supervisory authority or the unit director with authority over the person with power.

2. **Recommendation Regarding Conflicting Consensual Relationships**

OHSU recognizes the individual right of association among its members. However, OHSU strongly recommends against engaging in personal relationships where a Conflicting Consensual Relationship may exist or arise. Examples include relationships between student and faculty or employee and supervisor.

3. **Requirements**

- A. Where two members of the OHSU community choose to engage in a Conflicting Consensual Relationship, the Person with Power shall report the existence of the relationship to the Supervisor.
- B. If doubt exists as to whether a Conflicting Consensual Relationship exists, either prior to or during the course of a personal relationship, the parties are encouraged to consult with a supervisor. Disclosure of the relationship shall be kept confidential to the extent possible.
- C. The Supervisor shall consult with the Director of Affirmative Action and Equal Opportunity (Director). They shall assess the situation to determine the effect of the relationship upon the department, the institution, and the Person with Power's professional duties and responsibilities. The Supervisor and the Director shall specify what actions need to be taken to remove the conflict. Any actions taken shall be in the interest of the University and only actions that are necessary to eliminate the conflict shall be taken.

4. Potential Remedial Actions

Remedial options available to the supervisor shall include, but not be limited to, the following:

A. Written Plan

The Person with Power may be asked to submit a written plan to effectively eliminate the actual or potential conflict. In most cases, this will require the Person with Power to recuse him or herself from any direct oversight of the other individual.

B. Other Potential Actions

Other actions may include required counseling, verbal or written reprimand, or other reasonable actions deemed necessary to achieve solutions to problems arising from pre-notification and recusal of Conflicting Consensual Relationships.

C. Departmental Actions

To the extent necessary, the person who has the requisite authority may attempt to resolve the conflict through administrative measures, including reorganization of workplace structure, reassignment of duties, or appropriate disciplinary action.

Related Policies and Procedures:

Policy 03-05-040, Employment of Family Members

Responsible Office: Affirmative Action and Equal Opportunity Department