



KENTUCKY STATE UNIVERSITY POLICIES AND PROCEDURES

5.2.10 NON-FRATERNIAZATION POLICY

1. Policy

Personal Relationships

The quality of decisions may be affected when those making decisions have personal relationships with those who are the subjects and possible beneficiaries of these decisions. The critical concern is that personal relationships, whether positive or negative, should not inappropriately or unfairly affect decisions. Conflicts of interest may arise when people are involved in making decisions affecting any members of their families, relatives, or those with whom they have or have had intimate relationships. Decisions affecting present or former business partners should also be avoided. Individuals with personal relationships should excuse themselves from such decision making. In many cases, potential conflicts can be managed by candid, but discreet, disclosure of those relationships.

The University strongly urges those individuals in positions of authority not to engage in conduct of an amorous or sexual nature with a person they are, or are likely in the future to be, in a position of evaluating. The existence of a power differential may restrict the less powerful individual's freedom to participate willingly in the relationship. If one of the parties in an apparently welcomed amorous or sexual relationship has the responsibility for evaluating the performance of the other person, the relationship must be reported to the dean, department chair or supervisor so that suitable arrangements can be made for an objective evaluation of the student or employee.

The University prohibits its Faculty and Staff members from engaging in a romantic or sexual relationship with any student at the University. Specifically, no Faculty or Staff member shall request or accept sexual favors from, or initiate or engage in a romantic or sexual relationship of any kind, consensual or nonconsensual, with any student no matter the classification of the student. The University strongly believes that these types of relationships do not conform to the objectives of its learning environment and the ethical standards required of academic professionals. Any member of the Faculty or Staff found to have violated this policy shall be separated from employment pursuant to University procedure.

2. Entities Affected

- Academic Affairs
- Student Engagement and Campus Life
- Campus Community
- Title IX

3. Policy Owner/Interpreting Authority



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Office of General Counsel
Office of Human Resources

4. **Related Policies**
5. **Statutory or Regulatory References**