

## Policy Committee Recommendation

Amend Policy 1.10 as follows:

1. Faculty members, **graduate students**, administrators and staff are prohibited from engaging in **any** amorous or sexual relationship with any student or employee under 18 years of age. (We may already have policies covering this issue).
2. Faculty members, **graduate students**, administrators and staff are prohibited from engaging in amorous or sexual relationships with any student or employee under that individual's authority. Situations of authority include, but are not limited to: teaching; formal mentoring or advising; supervision of research; employment of a student as a research or teaching assistant; exercising substantial responsibility for grades, honors, or degrees; and involvement in disciplinary action related to the student.
3. The University strongly discourages **amorous** or sexual **relations** between all employees and students. Such **relationships**, even when consensual, may be exploitive, and imperil the integrity of the educational process or work environment...The University requires disclosure if such a relationship exists and the resolution of any conflict of interest created by these **relationships**. (FIU's language for the most part)

Issues that still need to be discussed: 1) Faculty Senate Policy committee may only be able to recommend policy regarding faculty not staff; 2) disclosure requirements and 3) discipline for violation. These may be flushed out in further discussion with General Counsel and Liz Ruben-Chief Compliance Officer.

Tori located University documents concerning inappropriate behavior with minors (18 or less). Policy 7.6 concerns child abuse. A child generally is defined as those under the age of 18 in the policy. <https://www.fau.edu/policies/files/7.6%20Reporting%20Child%20Abuse.pdf>

There are also existing policies on consensual relationships and the employments of relatives: <https://www.fau.edu/policies/files/1.10%20Consensual%20Relations.pdf>  
<https://www.fau.edu/policies/files/7.1%20Employment%20of%20Relatives.pdf>