



THE UNIVERSITY OF UTAH

Policy I-020: Required Professional Boundaries in Relationships

Effective July 1, 2018



Purpose

- To encourage professional boundaries in supervisory and instructional situations and discourage conflicts of interest

Scope

- Defines boundaries that must be maintained in relationships between
 - a) students and University representatives with any official role in their experiences, or
 - b) employees and their supervisors
- Identifies actions to be taken to prevent situations that violate professional limits

Reasons for New Policy

- Previous Policy 5-017
 - limited to “supervisors” and “faculty members”
 - limited to narrow range of situations

<http://bit.ly/2NoU9Bk>

<http://bit.ly/2NZ8RQH>

Immediate Family

For members of immediate family, no University Representative may:

- act in any official capacity in their educational experience
- exercise any supervisory authority over them as an employee
- participate in decision-making concerning employment terms, conditions, or privileges

Supervision

For current or previous romantic relationships, no University Representatives may:

- exercise any direct supervisory authority over them
- participate in decision-making concerning employment terms, conditions, or privileges

Student Experience

No University Representatives may:

- engage in a sexual or romantic relationship with a current student who is in the same academic unit or in their area of responsibility
- act on behalf of the University with a student with whom they had a sexual or romantic relationship within the past five years

Mitigation

- Report family and past, current, or anticipated sexual or romantic relationships to supervisor
- Supervisor creates plan to remove individual from any responsibility or influence to any aspect of the Student Experience or terms of employment

Resources

- <https://regulations.utah.edu/general/1-020.php>
- Human Resources Employee Relations, 801-581-5469
- Office for Faculty, 801-581-8763
- Office of the Dean of Students, 801-581-7066