Policy 1-020: 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

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/l-020.php
- Human Resources Employee Relations, 801-581-5469
- Office for Faculty, 801-581-8763
- Office of the Dean of Students, 801-581-7066