

UNIVERSITY of
HOUSTON

STUDENT GOVERNMENT ASSOCIATION

Label: UB-55005

Date introduced: June 6th, 2018

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Sponsor(s): Sen. Harricharran, Sen. Vicklund, Legislative Chief of Staff Do

Committee: Administration and Finance

Draft: Final

The Inappropriate Consensual Relationship Act

Whereas, the University of Houston is committed to maintaining a positive educational and work environment;

Whereas, despite consent, inappropriate dating, intimate, and sexual relationships can create conflicts of interest, exploitation, and favoritism on campus;

Whereas, personal relationships should not risk undermining the fundamental educational purpose of the University of Houston;

Whereas, the University of Houston currently lacks empirical evidence indicating the prevalence of sexual harassment and exploitation between faculty members and students;

Whereas, the University of Houston administration is taking steps to address this problem;

Whereas, inappropriate consensual relationships are defined as any consensual dating, intimate, romantic, and/or sexual relationship between the following:

- a. An employee (including staff, faculty, student employees, or stipend leaders)
- b. An individual that the employee has responsibility as part of their job duties to teach, instruct, manage, advise, counsel, oversee, grade, coach, train, treat, or evaluate in any form;

Whereas, the definition of an Employee is any staff member including part-time, full-time, temporary, non-benefits, contracted employees, whether being paid through University funds or not; any faculty member including non-tenure track, tenure-track, tenured, adjunct, instructors, instructional assistants, teaching assistants, lab assistants, or any other faculty member who provides instruction or oversight to a

University of Houston student whether they receive payment through University funds or not.

Therefore, be it enacted by the Senate of the Student Government Association of the University of Houston:

That any inappropriate consensual relationship as defined by this bill is prohibited at the University of Houston;

Be it further enacted, that all complaints regarding inappropriate consensual relationships shall be reported to the University's Title IX Coordinator who will inform the University of Houston System Office of Equal Opportunity Services ("EOS");

Be it further enacted, that under the condition of providing transparency and disclosure some individuals engaging in an Inappropriate Consensual Relationship may receive a waiver from relevant superiors;

Be it further enacted, that to measure the problem of exploitation and sexual harassment between faculty members and students at the University of Houston the Student Government Association will partner with Equal Opportunity Services to conduct a climate survey on campus;

Be it further enacted, that if an Inappropriate Consensual Relationship is likely to occur due to change in circumstance or reporting structure, the employee or student with supervisory responsibilities must consult with the University's Title IX Coordinator;

Be it further enacted, that any individual in violation of this policy is subject to disciplinary action that may include termination of employment or expulsion;

Be it further enacted, that any form of retaliation against an individual who reports a violation of this policy is strictly prohibited.



Cameron Barrett
Student Government President

Date of President's Approval: 6/27/18

APPROVED



Andrew Trinh
Speaker of Senate

Date of Senate Approval: 6/27/18