

## 07.05.01 Improper Consensual Relationships

Approved April 25, 2018  
Next Scheduled Review: April 25, 2023



---

### Regulation Summary

---

The Texas A&M University System (system) is committed to maintaining work and educational environments that are free from conflicts of interest, favoritism, and abuse of authority. This regulation addresses amorous, romantic, and/or sexual relationships that, although consensual, may create actual or perceived ethical, discriminatory, and/or harassing situations disruptive to the member community.

---

### Definitions

---

Improper consensual relationship – a mutually agreeable amorous, romantic, and/or sexual relationship between two employees, between an employee and a student at a member institution or agency, or between an employee and a third party; AND in which one of the individuals has one or more of the following: authority over any term or condition of the other individual's employment or academic status; job duties making that individual directly or indirectly responsible for hiring, supervising, evaluating, teaching, coaching, grading or advising the other individual; or providing benefits to or obtaining benefits from the third party, including employment. Relationships not meeting this definition are not covered by this regulation.

---

### Regulation

---

1. Improper consensual relationships are characterized by a difference in actual or perceived power that creates the potential for any of the following:
  - (a) a conflict of interest;
  - (b) allegations that the relationship resulted from coercion, exploitation and/or harassment; or
  - (c) allegations of favoritism and/or unfair treatment.
2. If an improper consensual relationship exists, the individual with the hiring, supervisory, evaluative, teaching, coaching, grading or advisory responsibilities, or the employee providing benefits to or obtaining benefits from the third party, must promptly notify their immediate supervisor of the relationship and engage in a discussion which results in alternative arrangements for hiring, supervising, evaluating, teaching, coaching, grading, advising or providing benefits to or obtaining benefits from the other individual. Documentation of the alternative arrangements will be signed by each affected employee and placed in their personnel file. The individual's immediate supervisor must ensure that the issue is promptly

reported in writing to the member chief executive officer. The member retains the right to determine if alternative arrangements are possible and, if so, which one(s) is selected.

3. An employee's failure to promptly self-report the improper consensual relationship as required by Section 2, or an improper consensual relationship that is not remedied through alternative arrangements, may result in disciplinary action, up to and including dismissal.
4. The employment or supervision of spouses or close relatives is addressed in System Policy 07.05, *Nepotism*.

---

## **Member Rule Requirements**

---

A rule is not required to supplement this regulation.

---

## **Contact Office**

---

System Ethics and Compliance Office  
(979) 458-6203