

APS JUSTIFICATION

Policy Title: Conflict of Interest in Cases of Amorous Relationships (to be renamed Consensual Amorous Relationships)

APS Number: 5015

APS Functional Area: **COMPLIANCE**

Date Submitted: January 21, 2026

Proposed Action: Revision

Brief Description: This policy **prohibits** consensual amorous relationships between individuals when one of the individuals teaches, manages, supervises, advises or evaluates the other (“evaluative authority”) and requires that the evaluative authority be removed.

Desired Effective Date: July 1, 2026

Responsible University Officer: Vice President of Compliance and Equity

Responsible Office: Offices of Equity

Policy Contact: Offices of Equity

Applies to: All campuses. The system administration is considered a campus for the purposes of this policy and is required to adopt any campus requirements stated herein.

Reason for Policy: Consensual amorous relationships between certain categories of individuals affiliated with the university risks undermining the essential educational purpose of the university and can disrupt the learning and workplace environment.

I. REASON FOR PROPOSED ACTION

The policy was up for review.

II. STAKEHOLDERS ENGAGEMENT IN THE POLICY REVIEW

- Campus and System Equity Offices and Title IX Coordinators
- Campus and System Human Resources Directors
- Campus and System Office of University Counsel
- Campus Faculty
- Campus Intercollegiate Athletics

III. LEGAL REVIEW

- A. Do you think legal review would be required for these proposed changes? **Yes, members of University Counsel were included in the cross-campus working group.**
- B. Date legal review completed: **1/23/2026**
- C. Person completing legal review: **Members of University Counsel reviewed throughout the drafting process.**

IV. FISCAL REVIEW

Are there any financial (human resources, technology, operations, training, etc.) or other resource impacts of implementing this policy (e.g., cost savings, start-up costs, additional time for faculty or staff, new systems, or software)? **No**