

## 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**