



California Institute of Integral Studies

Proposed by Faculty Affairs Committee

Accepted by Faculty Executive Committee on May 14, 2015

Approved by Faculty Council via Electronic Faculty Ballot on May 18, 2015

Policy Prohibiting Close Personal Relationships in Teaching, Mentoring, and Supervisory Activities

The university is committed to maintaining a learning and working environment that is free from unlawful harassment and also from the potentially adverse effects that can arise from close personal relationships in the course of teaching, mentoring, and supervisory activities, including those involving students.

Such relationships at the university may interfere with the ability of the teacher, mentor and supervisor to act fairly and without favoritism or may contribute to the perception of favoritism.

Except where explicit approval has been obtained in writing from the Academic Vice President or Designate of the university at the level of vice-president, no person who provides teaching, mentoring or supervisory functions at the university may participate in a close personal relationship with an individual who is a member of the university community for whom that person provides, or may (by virtue of university-permitted or -assigned position or functions) reasonably be expected in the future to provide, teaching, mentoring or supervision.

“Supervision” includes grading or other academic evaluation, tutoring for pay, job evaluation, hiring decisions and those pertaining to promotion, the direct setting of salary or wages, and the determination of internship, educational, or employment opportunities, references or recommendations. A "supervisor" is anyone who oversees, directs or evaluates the work of others, including, but not limited to managers, administrators, coaches, directors, deans, chairs and advisors.

“Close personal relationships” include marriage, domestic partner, dating, sexual and similar close personal relationships, even if they are consensually undertaken. "Close personal relationships" do not include the usual and customary socializing at the university of teacher-student; mentor-mentee; supervisor-employee; faculty member-graduate student; co-workers; and supervisor-student employee.