Policy Statement on Close Personal Relationships Affecting Supervisory Functions

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Introduction

University of the Pacific (the “University”) is committed to maintaining a learning and work environment that is free from unlawful harassment and other potentially adverse effects that can arise from close personal relationships among those who are participating in supervisory functions at the University.

Close personal relationships in the course of supervisory functions at the University may interfere with the ability of the supervisor to act fairly and without favoritism or may contribute to the perception of favoritism by others.

Policy

This Policy Statement on Close Personal Relationships Affecting Supervisory Functions is intended to be instructive and corrective. The University does not wish to intrude on the reasonable privacy expectations of any member of the University community.

The employment of individuals in a close personal relationship may cause conflicts of interest and appearances of impropriety. In addition, personal conflicts may impact the working relationship of the parties. The University desires to avoid misunderstandings, complaints of favoritism, claims of sexual harassment, and dissension that may result from close personal relationships amongst employees.

Except where explicit and advance authorization has been obtained in writing from the senior University administrator of the department, school or divisional unit overseeing the University employee’s work, no University employee may participate in a close personal relationship with an individual who is also a University employee for whom he or she provides or may (by virtue of University assigned position or functions) reasonably be expected in the future to provide supervision. The University is committed to monitoring situations involving individuals in a close personal relationship. The University reserves the right to take necessary and appropriate action to resolve any potential conflict of interest arising out of a close personal relationship as defined herein. Depending on the facts of the situation, in the event of an actual or potential problem, the University’s response may include
reassignment or termination of one or both individuals involved.

**Definitions**

Close Personal Relationship: Dating, sexual and similar close personal relationships that may be consensually undertaken by both individuals.  
_{Note: Such relationships do not include usual and customary socializing at the University not involving the conduct defined above such as: mentor-mentee; supervisor-employee; co-workers; and supervisor-student._

Employee: Anyone employed by the University as faculty, staff or student worker; full-time or part-time regular, or temporary.

Supervisor: Anyone who oversees, directs or evaluates the work of others, including but not limited to managers, administrators, coaches, directors, deans, chairs, advisors, teaching assistants, as well as faculty members in their roles as supervisors of their staff and student workers.

**Consequences of Violations**

Violations of this Policy will be dealt with according to appropriate University disciplinary policies and procedures. Violations of this Policy may result in disciplinary action, up to and including termination.

**Contact**

Questions regarding this policy should be referred to the Human Resources Department, respectively:

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