

OREGON INSTITUTE OF TECHNOLOGY

Consensual Relations Leading to Conflicts of Interest
OIT-22-055

The mission of the Oregon Institute of Technology is promoted by an atmosphere of professionalism, mutual respect and trust. This trust is put at risk when members of the University community engage in romantic or sexual relationships that involve persons with

Amorous Relationships Outside the Instructional Context

A similar proscription applies to administrators and supervisors in their relationships with students and employees over whom they have an evaluative role. A supervisor who is in a romantic or sexual relationship with another individual over whom he or she has an evaluative responsibility must remove himself or herself from personnel decisions concerning that individual including, but not limited to, appointment, retention, promotion, discipline, tenure, leave approval, and compensation.

Process and Sanctions

Concerns about actual or potential violations of this policy should be referred to the Affirmative Action Officer or the Director of Human Resources. No official action will be taken that could result in sanctions unless or until a formal non-anonymous written complaint is filed. Every reasonable effort will be made to resolve alleged policy violations on an informal basis. Disclosure during consultation shall be confidential. If necessary, a formal investigation of the alleged violation(s) will be initiated by the appropriate Vice President and conducted by the Affirmative Action Officer who shall submit a report of findings to the appropriate party. In the event that a real or potential conflict of interest exists on the part of the Affirmative Action Officer, the President shall appoint an investigator. Consequences, ranging from a letter of reprimand to dismissal for cause, may occur as a result of activities that are found to violate this policy.

Retaliation Prohibited

Retaliation in any form, including but not limited to adverse employment actions or academic grading and standing actions, in response to complaints made or concerns expressed under this policy is prohibited and subject to disciplinary action.

Policy Dissemination and Evaluation of Effectiveness

This policy shall be made available to all members of the University community through publication in policy manuals, the Student and Faculty Handbooks, and on the University website. Training on the policy and the potential consequences of consensual relationships shall be provided to all new faculty and staff and supervisors.

The Affirmative Action Officer shall conduct an annual review of policy dissemination, training, and submitted complaints, including their resolution; and shall conduct periodic campus-wide surveys and/or forums to assist in the evaluation of the effectiveness of the policy dissemination and training processes.

Washington, D.C.

Executive Summary
Introduction
Background
Findings
Conclusions

1. The OIG has identified several areas where the OIG's work is being duplicated or where the OIG's work is being delayed.

2. The OIG is currently reviewing the OIG's work in these areas.

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