The University of New Mexico President, Dr. Garnett S. Stokes, established the President’s Ethics Task Force (PETF) in Fall 2019 and asked the members to identify areas of ethical concern at UNM that could be addressed by new or updated UNM policies. The PETF choose five areas to focus on, one of which became the Consensual Relationships Subcommittee (CRS). The CRS researched the matter by looking at current UNM policy, other universities’ policies, pre-existing research in academic and professional journals, and discussing the matter with stakeholders outside of the CRS, including faculty, staff, undergraduate students, and graduate students. The CRS submitted the results of that research to the President in Spring 2020 alongside the PETF’s other four areas of focus. In Fall 2020, the President identified the CRS report as an area of priority and asked the CRS to develop a proposed policy to address consensual intimate relationships at UNM.

On September 21, 2021, the CRS submitted the attached proposed policy revisions to President Stokes for consideration. The proposed policy combines several best practice principles:

1. **A general ban on consensual relationships where one person (Primary) holds a position of power or authority over the other (Secondary).**

   A “Primary” is a person in the consensual intimate relationship who holds academic, supervisory, decision-making, and/or evaluative authority over another in the relationship. Examples of such relationships include:

   - Faculty member and a student who the faculty member evaluates or supervises
   - Teaching assistant and student in their class
   - Supervisor and employee
   - Administrator and employee under their supervision
   - Faculty or Administrator with decision-making authority over faculty, staff, or student
   - Principal investigator and postdoctoral scholar or research assistant working on the project
   - Advisor and advisee
   - Coach and athlete
   - Mentor and trainee

2. **A timeframe for reporting a consensual relationship.**

   The policy requires: Even if the Primary simultaneously seeks confidential or administrative support to handle the situation, the nature and duration of the relationship shall be reported to the Primary’s academic or staff supervisor within five (5) business days of the initiation of the
relationship or the change in circumstances that results in the relationship being prohibited, whichever is later, regardless of whether the relationship has continued or the participants expect the relationship to endure.

3. **Standard Exemptions.**
   - An exemption may be allowed if the Primary’s relationship with a Secondary preceded the time when the Secondary became a UNM student.
   - An exemption may be allowed if the relationship existed before the Primary was promoted, hired, or appointed to a position of authority or evaluation over the Secondary.
   - An exemption may be allowed if the relationship existed before the effective date of this Policy.

4. **Provisions for the creation of a plan to manage any exempted relationship.**

   The Supervisor of the Primary will create the management plan.

5. **Policy owner is the University President to ensure highest-level applicability.**

6. **New policy title that reflects the current policy revisions:** “Prohibitions Regarding Consensual Intimate Relationships.”

7. **This Policy does not apply to conduct that is defined as prohibited discrimination or sexual harassment, which are subject to the University Administrative Policies 2720: Prohibited Discrimination and Equal Opportunity and 2740: Sexual Harassment, Including Sexual Assault.”