

District Proposal – Article 8

May 11, 2023

8.D. Faculty-Student Relationships

1. Principles

1.1. The power differential inherent in faculty-student relationships may compromise the student's or the faculty member's ability to make decisions and may call into question whether the relationship is welcome.

1.2. A conflict of interest is presumed in situations involving an amorous/sexual relationship between faculty and students for whom they have educational responsibility.

1.3. Amorous/sexual relationships involving faculty and students may also give rise to a perception on the part of others that the evaluative capacity of the faculty member has been compromised and create an appearance of favoritism.

2. Definition: An amorous/sexual relationship exists when two persons as consenting partners (a) have a sexual relationship or (b) engage in romantic partnering or courtship that may or may not include a sexual relationship.

3. Policy:

3.1. Amorous/sexual relationships between faculty and students currently enrolled in a course being taught by the faculty member or who is under the supervision or direction or receiving counseling, library or instructional assistance services of the faculty member are ~~prohibited. potentially exploitative and should therefore be avoided.~~ In such situations (and others that cannot be anticipated) serious conflicts of interest, discipline, and/or potential legal liability could result.

3.2. Because a conflict of interest is presumed in situations ~~which involve or have involved (within the last four (4) years) where~~ an amorous/sexual relationship between a faculty member and a students for whom they have educational responsibility has previously existed, the faculty member shall request that the department chairperson, dean, or immediate supervisor arrange for alternative evaluation procedures, or alternative provision of services, which may include the oversight of existing evaluative procedures. Evaluation procedures include grading, rewarding, or penalizing of a student, or providing academic references or job references for a student. The department chairperson, dean, or immediate supervisor shall not ask, nor shall the faculty member be required to disclose to them, the reason for the request. The District will advise its department chairpersons, deans and immediate supervisors of faculty of the need to maintain confidentiality except on a need-to-know basis.

4. Avoid Amorous Relationships Where No Evaluative Relationship Exists: Amorous/sexual relationships between faculty and students in situations where there is no evaluative educational responsibility are discouraged. Relationships that the parties currently view as welcome may be subsequently viewed as exploitative. In such situations (and others that cannot be anticipated) serious conflicts of interest, discipline, and/or potential legal liability could result.
5. Friendships or mentoring relationships which are not amorous/sexual relationships are not discouraged.
6. [Training. All faculty members are required to attend sexual harassment training, in accordance with state law.](#)

8.R. Use of District Email [and Learning Management System](#)

Unit members shall use District email for official District communications regarding their professional responsibilities with administrators, Department Chairs, and staff. Unit members shall regularly check their District email for communications from the District and students. Unit members shall provide students their District email address and shall encourage students to utilize such address in email communications regarding their studies. [District email in this section refers to the unit member's @ccsf.edu email address.](#)

[Unit members shall use the District's official Learning Management System to provide instructional materials to students. Unit members will also use the District's official Learning Management System to provide course syllabi to students.](#)