

Memorandum of Understanding between  
Portland State University ("PSU") and  
The Portland State University Chapter of the  
American Association of University Professors ("PSU-AAUP")  
May 2, 2014

**Consensual Relations Policy Revisions**

*Recital:*

The University promulgated changes to the University "Consensual Relations Policy" on or about January 27, 2014. On February 14, 2014 PSU-AAUP submitted a Statement of Issues and a Demand to Bargain pursuant to ORS 243.698 and Article 8 of the Collective Bargaining Agreement. The parties met on April 23, 2014.

*The Parties hereby agree:*

1. The revised policy will be modified with the addition of the underlined section at Section 2.1:

**1.1 Required Reporting by those involved in the Consensual Relationship.**

All parties to a consensual relationship are responsible for disclosing the relationship to their supervisors (i.e., Dean, Department Chair, professor in charge of the course, etc.) or to the Office of Human Resources or the Office of Academic Affairs. Because of their positions of power and responsibility, the more powerful party has the primary responsibility for reporting the consensual relationship. Reporting should occur immediately and in all cases before the more powerful party makes any education-related or employment-related decision likely to affect the less powerful party. Parties who have had a relationship that was intimate, romantic, or sexual in nature that has since ended should consider whether the previous relationship has the potential to cause a conflict and disclose accordingly.

2. Annual or recurrent communication or training for the membership about the policy is warranted. The parties will collaborate to find the right approach to this communication.
3. The Administration will create a Frequently Asked Question (FAQ) document to be distributed with the new policy upon adoption. PSU-AAUP will be provided an advance copy of the document and be given an opportunity to provide feedback and suggestions prior to finalization and publication.

<u>For the University</u>	<u>For the Association</u>
<hr/> <i>Carol G. Mack</i> Carol Mack, Vice Provost for Academic Personnel	<hr/> <i>Pam Miller</i> Pam Miller, President
<hr/> <i>5/2/14</i> Date	<hr/> <i>5/6/14</i> Date