



# CSU Bakersfield

Office of the President

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## MEMORANDUM

**DATE:** September 30, 2015

**TO:** MPP, Confidential, UAPD (Unit 1), CSUEU (Unit 2, 5, 7, and 9), SETC (Unit 6), SUPA (Unit 8), IUOE (Unit 10), and UAW (Unit 11) Employees

**FROM:** Claudia Catota *CC*  
Assistant to the President for Equity, Inclusion, and Compliance

Kellie Garcia  
Associate Vice President for Human Resources and Administrative Services

Dr. David Schechter  
Vice Provost

**SUBJECT:** Consensual Relationships Policy

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This memorandum is to make you aware of the Consensual Relationships policy included in the *Systemwide Policy Prohibiting Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating and Domestic Violence, and Stalking against Employees and Third Parties and Systemwide Procedure for Addressing Such Complaints by Employees and Third Parties* (CSU Executive Order 1096-Revised) issued by the Chancellor's Office on June 23, 2015.

Per CSU EO 1096-Revised, Article I (F):

Consensual relationship means a sexual or romantic relationship between two persons who voluntarily enter into such a relationship. While sexual and/or romantic relationships between members of the University community may begin as consensual, they may evolve into situations that lead to Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating or Domestic Violence, or Stalking subject to this policy.

A CSU Employee shall not enter into a consensual relationship with a Student or Employee over whom s/he exercises or influences direct or otherwise significant academic, administrative, supervisory, evaluative, counseling, or extracurricular

authority. In the event such a relationship already exists, each Campus shall develop a procedure to reassign such authority to avoid violations of this policy.

This prohibition does not limit the right of an Employee to make a recommendation on personnel matters concerning a family or household member where the right to make recommendations on such personnel matters is explicitly provided for in the applicable collective bargaining agreement or MPP/confidential personnel plan.

This new consensual relationships policy is applicable to all employees, with the exception currently of CFA and APC.

To initiate the reassignment process due to an existing consensual relationship, please contact Kellie Garcia at (661) 654-3206 or [kgarcia@csub.edu](mailto:kgarcia@csub.edu).

The full CSU Executive Order may be found here: <https://www.calstate.edu/eo/EO-1096-rev-6-23-15.pdf>.

If you have any questions regarding the new policy or CSU Executive Order 1096-Revised, please contact Claudia Catota at [ccatota@csub.edu](mailto:ccatota@csub.edu) or (661) 654-2137.