



POLICY & PROCEDURE DOCUMENT

NUMBER: 1.1014²

DIVISION: Academic Affairs

TITLE: Consensual Relations Between Faculty and Students

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I. Purpose and Scope

Consensual ~~Sexual~~ relations (e.g. dating, sexual) between students and faculty members with whom they also have an academic or evaluative relationship are fraught with the potential for exploitation. The respect and trust accorded a professor by a student as well as the power exercised by the professor in an academic or evaluative role, make voluntary consent by the student suspect. Even when both parties initially have consented, the development of a dating and/or sexual relationship renders both the faculty member and the institution vulnerable to possible later allegations of sexual misconduct (e.g. sexual harassment, sexual assault) in light of due to the significant power differential that exists between faculty members and students.

II. Policy:

In their work-related relationships with students, members of the faculty are expected to be aware of their professional responsibilities and to avoid apparent or actual conflict of interest, favoritism, or bias. When a dating and/or sexual relationship exists or has existed, effective steps should be taken to ensure unbiased evaluation or supervision of the student.

If a consensual relationship has existed or develops between a faculty member and a student whom the faculty member evaluates, advises, or supervises, the evaluative, advisory, or supervisory relationship must cease immediately end. The instructor should not thereafter have undirected responsibility for the advising, supervising, evaluating, or grading of the consensual relationship partner's performance.

In order for these changes to be made and ratified appropriately, the faculty member must immediately disclose the consensual relationship to his or her immediate superior, (normally the department head/chair or college dean), and make arrangements to end advising,

supervising, evaluating, or grading responsibilities for the consensual partner. Confidentiality regarding consensual relationships will be maintained in so far as possible.

This policy should not be construed to supersede any existing, applicable federal or state statutes.

Consensual and Non-consensual relationships ~~between faculty members and students~~ are addressed in the University's ~~sexual harassment policy~~ Discrimination and Harassment Policy (0.204X), and Title IX Sexual Misconduct/Assault Policy (0.207X).

III. Procedure

IV. Related Policies

Policy 0.204X Discrimination and Harassment
Policy 0.207X Title IX – Sexual Misconduct/Assault

V. Reason for Revision

3/21/11 - Paragraph concerning existing statutes added
10/1/2015 – Policy updated in accordance with Policy 0.204X Discrimination and Harassment and Policy 0.207X Title IX-Sexual Misconduct/Assault.