

CONSENSUAL RELATIONSHIP AND CONFLICTS OF INTEREST

The University prohibits sexual or romantic relationships between any University employee and a student or between any supervisor and a subordinate, even when the Parties have consented to enter such a relationship. In the University context, such positions include but are not limited to faculty and student, supervisor and employee, senior faculty and junior faculty, Process Advisor and advisee, coach and athlete, and individuals supervising the day-to-day student living environment and student residents.

Exclusions and Clarifications:

- Relationships between individuals married to each other or in a domestic partnership are exempt from this policy.
- A part-time student employee of the University in a consensual relationship with another student is exempt from the above policy.
- This policy does not apply to a supervisor and a non-student employee who is not a subordinate, but the relationship must be reported to the Office of Human Resources.
- A student who within one year after graduation becomes employed by the University and is dating a student at the time of employment offer is not expected to end that relationship unless the job responsibilities include supervision, instruction, counseling, coaching or advising. This includes any position where the employee has authority over the student in the decision of any matter that may directly affect the academic status, evaluation, employment or promotion of a student. When such a pre-existing relationship exists, the new employee must notify their immediate supervisor and the Director of Human Resources at the time of their employment. If the pre-existing relationship ends, the employee is subject to this policy and is prohibited from entering other romantic relationships with students.