

This policy is about romantic and/or sexual relationships that are consensual and have a dynamic that involves power imbalance. This means that one individual in the relationship (the person in a position of authority) can or could influence the academic or professional progress of the other (the person in the subordinate role).

The Equal Opportunity, Harassment, and Sexual Misconduct Policy (GEN.009) addresses bias, discrimination, harassment, and sexual and related misconduct. Some situations may implicate both this policy and University Policy GEN.009. The university has the discretion to determine which policy and procedures best apply to a situation, and it will notify affected parties promptly regarding the applicable policy and as relevant, procedures.

B. Prohibited Romantic and/or Sexual Relationships Involving Students.

Romantic or sexual relationships between students and faculty members, staff members, or others in positions of authority are prohibited as follows:

- with an undergraduate or graduate student is permanently prohibited from exercising academic or professional authority over that student.
- 2. Sexual or romantic relationships are prohibited whenever a faculty member

decisions, alter judgment, create conflicts of interest (or the appearance thereof) and undermine working conditions for other staff members, including those not directly engaged in the relationship. This includes not only relationships between supervisors and their staff, but also between senior faculty and junior faculty, and faculty and both academic and non-academic staff, particularly where one employee holds a position of authority over another, or is likely to do so in the foreseeable future (including with respect to recommendations or evaluations).

This policy acknowledges that there is a narrow band of permissible relationships that begin between employees who do not occupy a position of authority over the other at the time that relationship begins. Even when the origins of the relationship are permissible under this policy, it is still possible and often foreseeable that one of the persons in the relationship may move into a position of authority over the other. While the relationship may have been permissible at the time of its formation, it is still absolutely essential that the relationship be reported to the Office of Equity Grievance so that a Recusal Plan can be established in consultation with Human Resources to appropriately manage or prevent inappropriate

- ◁ It becomes reasonably foreseeable that a relationship which began permissibly among employees who do not hold positions of authority over the other could change in a way that results in one employee occupying a position of authority over the other (including, but not limited to, involvement in supervision, recommendations, and evaluations).
- ◁ When an individual finds themselves in a sexual or romantic relationship that is otherwise in violation of this policy should be reported to Office Equity Grievance.

employment environment, the Office Equity Grievance can offer guidance and resources. Employees who violate this policy or are aware of a relationship in violation of this policy should disclose that information to the Office Equity Grievance.

consultation with the Office of Equity Grievance) contacts the student in order to inform them of the disclosure, to seek their input on the proposed Recusal Plan, and to advise them of relevant resources.

The Recusal Plan identifies and addresses conflict of interest and other problems inherent in sexual or romantic relationships where one individual has authority over another. It identifies the individuals responsible for its enforcement and the terms for its review and as necessary, renewal. The plan also specifies the individuals (in the department, lab, or other environment) who will be advised of the plan. The Recusal Plan should be approved and signed by both parties. It is filed at the Office of Equity Grievance.

E. Violations of the Policy.

Violations of this policy include: participation in a prohibited relationship, failure to make a required disclosure in a timely manner, failure to adhere to a Recusal Plan, participation in a prohibited relationship, and retaliation against any person who, while acting in good faith, provides information about a suspected violation of this policy.