

recommendations that confer benefits such as ~~points~~, raises or other remuneration, or performing any other function that might affect employment opportunities.

STUDENTS

The integrity of the ~~educator-student~~ relationship is the foundation ~~of the 8 Q L Y H e d u c a t i o n a l V~~ mission. These relationship ~~vest~~ considerable trust in the educators who educate, supervise, evaluate and mentor students. Given the inequality in such relationships, it is imperative that the integrity of the educational process ~~be~~ jeopardized by creating a ~~conf~~lict of interest or impairing the learning environment ~~for~~ the student involved in the relationship, as well as ~~for~~ other students. Accordingly, all educators are prohibited from pursuing or engaging in a romantic relationship and/or sexual conduct with any student (whether undergraduate or graduate) over whom the educator currently has ~~educational, supervisory, academic or mentoring~~ responsibilities.

Moreover, given that ~~undergraduate~~ students are particularly vulnerable ~~to~~ the fundamental asymmetric nature of ~~romantic relationships and/or sexual conduct~~ with educators, all educators are prohibited from pursuing or engaging in a romantic relationship and/or sexual conduct with any undergraduate student, regardless of whether ~~the~~ educator currently exercises or expects to exercise ~~any~~ educational, supervisory, ~~academic~~

Further, both parties should make alternative educational, supervisory, academic or mental arrangements necessary to protect the student against academic, professional or financial hardship.

EMPLOYEES

Romantic relationships and/or sexual conduct between supervisors and their employees are also strongly discouraged. The University recognizes the potential for a conflict of interest when a romantic relationship and/or sexual conduct occurs between a supervisor and his or her employee. Such relationships and/or conduct also have the inherent potential to create an uncomfortable or hostile work environment for those involved in the relationship and/or conduct as well as other employees who are aware of the relationship and/or conduct. If such relationship or conduct exists, the supervisor must immediately disclose the existence of the relationship or conduct to the Chief Human Resources Office. The University may assess the conflict of interest can be eliminated through transfer of either the supervisor or employee, reassigning the responsibility to evaluate the employee to a different supervisor, or other appropriate action.

EXCEPTIONS

Exceptions to this Policy (such as in the case of a marital relationship) be considered on a case by-case basis by the Provost or Chief Human Resources Officer, in each case in consultation with the Human Resources Coordinator. A request for an exception must be made in writing by both parties.

CONSEQUENCES OF VIOLATION OF THIS POLICY

Anyone with questions about this Policy is encouraged to contact the Human Resources Coordinator. A student or other member of the University community may lodge a formal or informal complaint regarding an alleged violation of this

