

Consensual Relationships

I. PURPOSE

Emmanuel College is committed to a working and learning environment that is free of discriminatory intimidation. The exploitation of College academic or supervisory authority to sexually harass students, faculty or staff members is a form of illegal sex-based discrimination in violation of Title IX of the Education Amendments Act of 1972 and of Title VII of the Civil Rights Act of 1964. Such conduct will not be tolerated on this campus.

To avoid the potential for sexual harassment and conflict of interest, it is a policy of Emmanuel College that no romantic or sexual relationship should exist between employees and students or between supervisors (or evaluators) and employees. Any exceptions involving students must be reported to and approved by the Vice President for Student Affairs and the Director of Human Resources. Any exceptions involving a supervisor and an employee must be reported to and approved by the appropriate Vice President and the Director of Human Resources.

II. SCOPE

This policy applies to all employees.

III. POLICY

Under this policy, consenting romantic and sexual relationships between a faculty member and student, librarian and student, coach and student, administrator and student, staff member and student, or supervisor and employee are considered inappropriate and unprofessional. Such romantic and sexual relationships, even those that are apparently consensual, are deemed inappropriate and unprofessional because of the power the faculty member, employee or supervisor holds in giving praise or blame, grades, performance reviews, letters of reference, and other benefits and opportunities to the student or subordinate employee. Such relationships are potentially exploitative, pose serious risks to those involved in them, and create potential conflicts of interest and perceived favoritism, and should be avoided.

In this context and for the purposes of this policy, the professor-student relationship is properly regarded as a professional-client relationship. Professional codes of ethics forbid professional-client relationships of a personal, romantic, or sexual nature. Therefore, personal, romantic or sexual relationships between unrelated faculty and students are strictly prohibited.