

1346 Employee-Student Consensual Relations

Effective Date: 7/1/2024 | Last Reviewed: 7/1/2024 | Old Policy Number: E3.47

This Policy applies to all employees of the College and applies to consensual relations. Non-consensual or “coerced” relations are governed by [Policy 1338](#), Sexual Harassment and Discrimination and [Policy 3112](#), Sexual and Gender-Based Misconduct and Interpersonal Violence, the College’s sexual harassment policy.

College employees may not engage in romantic or sexual relations with students who are enrolled the College. A violation of this Policy may result in immediate disciplinary action up to and including termination from the College. In the event that a romantic or sexual relationship existed prior to the student being enrolled at the College or prior to the employee being hired, the employee shall immediately discuss the relationship with their supervisor. In the case of faculty, the faculty member must notify the Dean of the School of Arts and Sciences, the Dean of the School of Business, or the Dean of Graduate and Professional Studies, as the case may be, with a view towards seeking alternative classes, advisors, and other academic arrangements for the student.

For the purposes of this policy, enrollment is defined as any time period during which the student has pre-registered or registered for one or more classes or programs offered by the College, including periods of break during or in-between semesters, where there is a reasonable expectation of continued engagement with the College as a student.