

Consensual Relationships

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The University acknowledges its responsibility to provide clear direction to the University community about the professional risks associated with consensual romantic and/or sexual relationships in which a definite power differential between the parties exists. In as much as the University is committed to fostering the development of learning and work environments characterized by professional and ethical behavior and free of discriminatory behavior, consenting romantic and/or sexual relationships between instructor and student or supervisor and employee are discouraged. The University is concerned with both the abuse of power and potential conflicts of interest which may arise from such relationships. Therefore, the University requires that:

- the participants in such a relationship act immediately to remove the conflict of interest;
- the person in the more powerful position in such a relationship report it to the Director of Human Resources or the Vice President for Academic Affairs to ensure that all such conflicts of interest have been adequately addressed.

In addition, all faculty and staff will be required to adhere to any ethical codes, professional guidelines and/or practice standards related to their professional area(s) of expertise.