1. GENERAL

Whenever a faculty member becomes involved in an intimate or sexual relationship with a student over whom they have evaluative or supervisory oversight, there is a potential for conflict of interest, favoritism, or bias. The faculty member’s position of influence may result in questions of whether the relationship is or is not consensual and may result in charges of sexual harassment (See University Rule 34.01.99.M1) The Policy Documents of the American Association of University Professors states that:

In their relationships with students, members of the faculty are expected to be aware of their professional responsibilities and to avoid apparent or actual conflict of interest, favoritism, or bias. When a sexual relationship exists, effective steps should be taken to ensure unbiased evaluation or supervision of the student. (2001)

2. PROCEDURE

Whenever a faculty member is involved in a sexual relationship with an individual over whom they have an evaluative or supervisory role, especially where there is a power differential, the faculty member should:

a) Inform their department head.

b) Take action to ensure unbiased evaluation or supervision of the student, which may include, at the Department Head’s discretion, arranging for another qualified party to evaluate the student, or, if the student is enrolled in the faculty member’s class, transferring the student to a different section of the course taught by another instructor, or, if the case involves a graduate student and his or her supervising faculty member, arranging for another faculty member to assume the supervisory role.

OFFICE OF RESPONSIBILITY: Office of the Dean of Faculties & Associate Provost