

Cox College

COLLEGE POLICY

TITLE: Romantic and Sexual Relationships between Students and Staff

SUBMITTED BY: Director of Compliance and Assurance

APPROVED BY: Policy and Compliance Council, 4/6/2017; Leadership Cabinet, 6/7/2017;
Board of Trustees, 6/20/2017

NEXT REVIEW: 6/20/2020

PURPOSE: The relationships between students and their teachers, advisors, and others holding positions of authority over them should be conducted in a manner that avoids potential conflicts of interest, exploitation, or personal bias. Given the inherent power differential, the possibility of intentional or unintentional abuse of that power should always be borne in mind. For example, a conflict of interest arises when an individual evaluates the work or performance of a person with whom he or she is engaged in a romantic or sexual relationship. In addition, relationships between students and others holding positions of authority can also lead to possible Title IX sexual harassment claims.

SCOPE: This policy applies to all members of the Cox College community.

POLICY: Romantic or sexual relationships between students and persons in positions of authority compromise the relationship between students and the College. No member of the College community should simultaneously be romantically or sexually involved with a student whom he or she teaches, advises, or supervises in any way. Individuals in such positions of authority must not allow these relationships to develop or continue.

RELATED POLICIES: *Non-Discrimination Policy Statement*
Non-Discrimination/Harassment Policy and Complaint Procedures