WESTMINSTER COLLEGE
Consensual Relationships Procedures for Staff –
Appendix A

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1. PROHIBITED CONDUCT

Westminster College prohibits staff members from entering into romantic and/or sexual relationships with students over whom they have evaluative responsibility even when both parties have consented to the relationship. The College permits romantic and/or sexual relationships between staff and students over whom they do not have evaluative as set forth in these procedures.¹

2. PERMITTED STUDENT RELATIONSHIPS WITH STAFF

   A. Relationships Between Staff and Students Where No Evaluative Responsibility

      College staff are strongly discouraged from proposing or entering into relationships with students over whom they do not have evaluative responsibility. If a staff member permits a romantic or sexual relationship with a student to develop:

      1. The staff member must notify their direct supervisor as well as the senior team leader of their department of the relationship.

¹ These Procedures should be read in conjunction with the Policy. Capitalized terms used and not otherwise defined in these Procedures are defined in the Policy.
2. The senior team leader, supervisor, and staff member must consider whether the relationship may result in a perception of bias or preferential treatment and implement measures to address such concerns as may be appropriate under the circumstances.

3. The staff member must acknowledge in writing that the College will not provide a defense or indemnification to any action by the student arising from the relationship, including but not limited to student claims of sexual harassment against the College or staff member.

B. Pre-Existing Relationships Where no Evaluative Responsibility

The College recognizes that consensual sexual/romantic relationships may exist prior to the time a student is placed in a situation where an employee must supervise, evaluate, advise, or oversee the student. Such a relationship is considered a pre-existing sexual/romantic relationship if it has been in existence at any time within the six months immediately preceding the placement.

In the event that a staff member has evaluative responsibility for a student with whom they have a pre-existing sexual/romantic relationship, the following procedures must be followed:

1. The staff member must notify their direct supervisor as well as the senior team leader of their department of the relationship.
2. The senior team leader will implement measures to ensure that the staff member is not involved with the evaluation, promotion, or determination of salary of the student.

C. Pre-Existing Athletic Coach-Student Relationships Not Permitted

Due to the unique nature of coach-student athlete professional relationships, the potential consequences of perceived favoritism, and the potential compromise of a coach’s evaluative capacity, there is no exception for pre-existing consensual sexual/romantic relationships between student athletes and coaches who have evaluative responsibility for them. If an athletic coach wishes to enter into or continue a relationship with a student athlete over whom they have evaluative responsibility, they must resign their coaching position.

3. SANCTIONS

Any staff member who fails to comply with their obligations under this policy may be subject to discipline up to and including termination of employment. Employees who choose to engage in a consensual relationship with a student may not be defended or indemnified by the College if difficulties in the relationship arise including, but not limited to, student claims of sexual harassment against the College or employee.