WESTMINSTER COLLEGE
Consensual Relationships Procedures for Faculty – Appendix B

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1. **PROHIBITED CONDUCT**

Westminster College prohibits all College faculty 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 faculty and students who are not enrolled in their courses or over whom they do not have evaluative responsibility as set forth in these procedures.1

2. **PERMITTED STUDENT RELATIONSHIPS WITH FACULTY**

   A. Relationships Between Faculty and Students Where No Evaluative Responsibility

   College faculty are strongly discouraged from proposing or entering into relationships with students who are not enrolled in their courses or over whom they do not have evaluative

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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.
responsibility. If a faculty member permits a romantic or sexual relationship with a student to develop:

1. The faculty member must notify their dean of the relationship.
2. The dean and faculty 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 faculty 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 faculty member.

B. Relationships Between Faculty Members where One Faculty Member is also a Student

Consensual sexual/romantic relationships may exist between faculty members, one of whom takes courses or pursues a degree at the College. Provided the faculty member does not exercise evaluative responsibility over the other faculty member who is also a student, no notice or disclosure is required.

C. 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 a faculty member 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 faculty 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 faculty member must notify the appropriate dean of the relationship.
2. If possible, the student should be advised in their course selections or avoid course sections taught by the faculty member with whom the student is having a consensual sexual/romantic relationship.
3. Where a student is working or interning under the supervision of a faculty member with whom the student is having a consensual sexual/romantic relationship, efforts should likewise be made to place that student under the supervision of a different faculty member.
4. In the event it is not possible for the student to avoid the class taught by the faculty member or the supervision of the faculty member, the dean must appoint another
faculty member to evaluate the student’s written work, such as essays, research papers, essay tests, care plans, etc.
5. In the event it is not possible for the student to avoid the class taught by the faculty member or the supervision of the faculty member, the dean must appoint another faculty member to evaluate the student’s non-written work or performance such as artistic performances, teaching practice, internships, or clinical practice.
6. When an appropriate faculty member is not available to evaluate the student’s work, the dean will provide the evaluation.
7. Where the student is also an employee of the college, a student employee, or a work-study student, the faculty member will remove themselves from the consideration of the student for promotion, recognition, hiring, or determination of salary.
8. Where the student’s academic advisor is a faculty member with whom the student is having a consensual sexual/romantic relationship, the faculty advisor must request that the student be advised by another faculty member.

3. SANCTIONS

Any faculty member who fails to comply with their obligations under this policy may be subject to discipline, up to and including termination of employment as outlined in Section 3.8 of the faculty manual. Faculty members who choose to engage in a consensual relationship with a student may not be indemnified by the College if difficulties in the relationships arise including, but not limited to, student claims of sexual harassment against the College or faculty member.

4. APPEAL OF SANCTIONS

A faculty member whose employment with the College is terminated for failure to comply with this policy may appeal the decision as outlined in Section 3.8 of the faculty manual.