1. **STATEMENT OF POLICY** ........................................................................................................... 1

Westminster College encourages the development of collegial and professional relationships among all members of the College community and is committed to a learning and work environment of civility and respect. Between certain categories of individuals at the College, faculty-student and employee-student romantic and/or sexual attention, interaction, or relationships, even mutually-consenting ones, undermine the fundamental educational purpose of the institution, disrupt the workplace and learning environment, and are prohibited.

Westminster College prohibits employees from entering into romantic and/or sexual relationships with students over whom they have evaluative responsibility as a supervisor or athletic coach even when both parties have consented to the relationship. Romantic and/or sexual relationships between employees and students over whom they do not have evaluative responsibility are permitted provided that they follow applicable procedures under this policy.

Employees found to have violated this policy may be disciplined up to and including termination from 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.

2. TO WHOM THIS POLICY APPLIES

This policy applies to all employees of Westminster College. Nothing in this policy replaces the College’s policies on prohibited discrimination, harassment, and retaliation or other College policies that may be triggered by conduct or relationships covered by this policy.

3. DEFINITIONS

A. Consensual Relationship - A romantic and/or sexual relationship to which both parties have given their consent.

B. Employee - Employee includes all faculty and staff who are employed by the College

C. Evaluative responsibility exists when:
   1. A student is enrolled in a faculty member’s course;
   2. A faculty member oversees the student’s research or training;
   3. A faculty member supervises a student-employee or work study student;
   4. A faculty member is the student’s academic advisor;
   5. A staff member oversees the work performance of another staff member, a student, or a student-employee;
   6. A student-employee oversees the work performance of a student; or
   7. A coach, assistant coach, or trainer oversees the training and/or performance of a student athlete.

D. Faculty – Full-time, part-time, and adjunct faculty and instructors of the College

E. Staff – Full-time and part-time staff.

F. Student - Refers to students who are currently registered or enrolled for credit- or non-credit-bearing coursework.

G. Student-employee – A student who is an employee of the College and not staff; e.g., resident advisors and some part-time flight instructors are student-employees.

H. Supervisor – A staff member who directly oversees the work performance of a staff member or student.

I. Supervisee – A staff member whose work is overseen by a supervisor.
4. PROHIBITED CONDUCT UNDER THIS POLICY

A. Prohibited Conduct

It is prohibited conduct for any employee of the College to propose or enter into a relationship with a student over whom they have evaluative responsibility even when both parties have consented to the relationship.

B. Discouraged Conduct Requiring Disclosure

College employees 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 responsibility. Should such relationships develop, employees must disclose the relationship as required by applicable procedures.

C. 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.

D. 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. Such relationships must be disclosed as required by applicable procedures.

5. APPLICABLE PROCEDURES UNDER THIS POLICY

The procedures governing relationships between staff and students over whom they do not have evaluative responsibility are detailed in Procedures Regarding Permitted Staff Relationships with Students – Appendix A.

The procedures governing relationships between faculty and students over whom they do not have evaluative responsibility are detailed in Procedures Regarding Permitted Faculty Relationships with Students – Appendix B.
6. RESPONSIBLE ADMINISTRATORS

The Executive Director of Human Resources is responsible for enforcing the Policy on Consensual Relationships and its related procedures as it relates to staff.

The Provost is responsible for enforcing the Policy on Consensual Relationships and its related procedures as it relates to faculty.

7. DISCIPLINARY SANCTIONS

Any College employee 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.

8. RELATED POLICIES

Policy on Preventing and Addressing Discrimination and Harassment Based on Race, Color, National Origin, Religion, Disability, and Other Protected Categories (Equal Opportunity Policy)

Policy on Sexual Assault, Sexual and Gender-Based Harassment, Gender-Based Discrimination, and Interpersonal Violence (Title IX Policy)

9. HISTORY

<table>
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<tr>
<th>Date of Last Action</th>
<th>Action Taken</th>
<th>Authorizing Entity</th>
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<tbody>
<tr>
<td>August 19, 2016</td>
<td>Interim Policy Adopted</td>
<td>Policy Governance Committee</td>
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<tr>
<td>November 29, 2016</td>
<td>Final Policy Adopted</td>
<td>Policy Governance Committee</td>
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10. SIGNATURE, TITLE, AND DATE OF APPROVAL

Approved: /s/________________________________________
Stephen R. Morgan, President