



## **Consensual Relationships**

Romantic and/or sexual relationships between regular employees and students, and between supervisors and subordinate employees is strictly prohibited. Such relationships have the potential for adverse consequences, including the filing of charges of sexual harassment, confidentiality lapses, uncomfortable working relationships, morale problems among other employees, and even the appearance of impropriety.

Given the fundamentally asymmetric nature of the relationship where one party has the power to affect evaluations, promotions, salary increases, or other recommendations, the apparent consensual nature of the relationship is inherently suspect.

Even when both parties have consented to the relationship, there may be perceptions of conflict of interest as well as unfair treatment of others. Such perceptions undermine the atmosphere of trust essential to the educational process or the employment relationship.