

SECTION 6: CONSENSUAL RELATIONSHIPS

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6.1. EMPLOYEE-TO-EMPLOYEE

It is the policy of the university to discourage romantic relationships between employees however, when they occur, they are to be disclosed in a prescribed manner.

If an employee is engaged in a romantic or sexual relationship with another employee or student whom they instruct, supervise, evaluate, or advise, it is their professional responsibility to inform the Director of Human Resources immediately to discuss and assess the situation with the parties to determine whether it is appropriate to make changes to the instructional, advisory, evaluative, or supervisory relationship. Information disclosed in these discussions shall be treated as confidential, and disclosure to others shall be made only on a need-to-know basis.

In the event an employee is found engaged in a romantic or sexual relationship with someone whom they instructed, supervised, evaluated, or advised, and the Director of Human Resources was not advised of the existence of the relationship, disciplinary action will be taken, up to and including termination

In the event an employee is the subject of a report of sexual misconduct and it is determined there is/was a romantic or sexual relationship with another employee or student whom they instructed, supervised, evaluated, or advised, and the Director of Human Resources was not advised, in the prescribed manner listed above, of the existence of that relationship so that steps could have been taken to address, review, and change if appropriate or necessary, the university may decline to assist the employee in their legal defense against the allegation(s), and the employee, not the university, may bear any litigation costs or fees associated with legal defense.

6.2. EMPLOYEE-TO-STUDENT

It is the policy of the University to discourage romantic relationships between employees and students. Romantic or sexual relationships between employees and students can be characterized by significant power differentials and are subject to significant liabilities. If they occur, they are to be disclosed in a prescribed manner.

If a student and employee are engaged in a romantic or sexual relationship, the employee must register the relationship with the Director of Human Resources. The Director of Human Resources will report the relationship to the Title IX coordinator. A review will be conducted of possible conflict of interest. The Title IX coordinator and the Director of Human Resources will make the determination whether there is a substantive power differential or conflict of interest within the relationship. Should such a determination be made, one of the individuals may be required to leave EMU. Information disclosed in these discussions shall be treated as confidential, and disclosure to others shall be made only on a need-to-know basis.