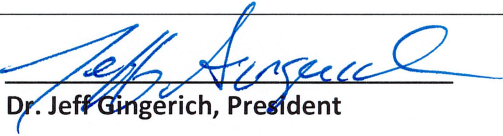




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UNIVERSITY

Consensual Relationship Policy	
Administered By: Human Resources	
Approved By:  Dr. Jeff Gingerich, President	
Policy Effective Date: March 6, 2024	
Policy Number: HR-2024-004	New Policy ___ or Revision of Existing Policy <u>X</u> ___ Name of Previous Policy: Consensual Relationship Policy (date unknown)

The educational mission of the University is promoted by professionalism in relationships between administrators, faculty, students and staff. Professionalism is fostered by an atmosphere of mutual trust and respect. Trust and respect are diminished when those in position of authority abuse, or appear to abuse, their power.

Sexual relationships between, for example, staff-student are expressly prohibited by the University. Even when both parties have consented to the development of such relationships, these relationships can raise serious concerns about the validity of the consent, conflicts of interests, and/or unfair treatment of others. Moreover, others may be adversely affected by such behavior because, for example, it places a supervisor in a position to favor or advance one student's or employee's interest at the expense of others.

Sexual relationships (consensual or otherwise) between supervisor-employee are prohibited when a direct evaluative or supervisory relationship exists. In such cases, the University may require, in its discretion, that the administrator, staff member or employee divest himself or herself of the professional responsibility for evaluation and/or cease such conduct. Failure to do so may result in discipline, including possible termination of employment.

The University recognizes that there may be unique circumstances in which a consensual relationship merits an exemption from this policy. Any employees seeking such an exemption should contact the Office of Human Resources.