

APPENDIX D: BRESCIA UNIVERSITY EMPLOYEE CONSENSUAL RELATIONSHIP POLICY

Because of the values of Brescia University and due to the potential for abuse and the inherent differential in authority, faculty and staff of the University are prohibited from engaging in a romantic and/or sexual relationship or in romantic and/or sexual conduct with any student currently enrolled as an undergraduate at Brescia.

For the same reasons, faculty and staff of the University are prohibited from engaging in a romantic and/or sexual relationship or in romantic and/or sexual conduct with any graduate student over whom the faculty or staff member has professional responsibility.

Furthermore, the University prohibits faculty members and staff from engaging in romantic and/or sexual relationships or in romantic and/or sexual conduct with any other faculty member or employee over whom one has supervisory responsibility. Faculty and staff should therefore avoid situations requiring them to supervise those with whom they currently have a romantic and/or sexual relationship.

Situations and/or relationships (including marriage) that appear to run contrary to this policy statement should be reported promptly by faculty to Vice President for Academic Affairs/Academic Dean and by staff to Director of Human Resources. If necessary, a plan will be developed to avoid potential conflict of interest on a case-by-case basis.

Violation of faculty or staff of the provisions of this policy may result in disciplinary action.