

## Consensual Relationships Policy

### Purpose and Intent

The University strives to foster an environment that is respectful, fair, and free of harassment and discrimination. In keeping with this commitment, and to avoid potential conflicts of interest, favoritism, coercion, abuse, and breaches of professional standards, the University prohibits romantic or sexual relationships between members of the community who are otherwise associated through supervisory, teaching, advisory, or evaluative roles. Examples of prohibited relationships and conduct include, but are not limited to, those specifically described below.

### Prohibited Conduct

If any complaint of harassment or discrimination is made, the existence of a consensual relationship in violation of this policy shall not be a defense in any University process or response.

#### Exclusions and Exceptions

This policy is not intended to apply to: (a) relationships between spouses in cases in which the spouse of faculty member or employee enrolls as a student in a University course or program; or (b) relationships between undergraduate students, provided in each case that the relationship described in (a) or (b) does not involve individuals who are otherwise associated through supervisory, teaching, advisory, or evaluative roles.

Requests for exceptions to this policy may be considered on a limited, case-by-case basis by the Vice Provost for Faculties (in cases involving faculty or students) or the Vice President of Human Resources (for all non-faculty employees). Questions about the application or effect of this policy to an existing or potential relationship should also be directed to the Vice Provost for Faculties or the Vice President of Human Resources.