

MISSOURI SOUTHERN STATE UNIVERSITY POLICY					
Policy #:		Effective:	July 2017*	Category:	All University Employee Policies
Name:	CONSENSUAL RELATIONSHIPS INVOLVING STUDENTS POLICY				

1.0 PURPOSE

The purpose of the policy is to provide guidance to University employees regarding the policy below in order to comply with the standards set forth by the University. This policy is necessary in order to maintain an effective and compliant workforce that meets the University mission.

2.0 SCOPE

University Employee Policy

3.0 POLICY

Missouri Southern State University’s educational mission is promoted by professional relationships between employees and students. Relationships of an intimate or sexual nature compromise the integrity of an employee-student relationship whenever the employee has a professional responsibility for the student because there is an inherent conflict of interest as well as potential for unethical professional judgment, exploitation, and actual or apparent favoritism.

For purposes of this policy, the following definitions apply:

A “consensual relationship” is a consensual relationship between an employee and student of a dating, intimate, and/or sexual nature.

An “employee” is any employee with professional responsibility for students.

“Professional responsibility” means, but not limited to, directly or indirectly, teaching, advising, supervising, mentoring, evaluating, coaching or doing research with a student.

The University prohibits consensual relationships between employees and students when the employee has, or is reasonably likely to have in the future, a professional responsibility for the student.

The University strongly discourages such relationships even when an employee has no professional responsibility for a student. An employee considering or engaged in such a relationship should be sensitive to their potentially exploitative nature and the possibility that he or she may be unexpectedly given professional responsibility for the student due to evolving circumstances at the University.

A faculty member must disclose to the Director of Human Resources immediately if he or she is given professional responsibility for a student with whom there is a current consensual relationship or there was a past consensual relationship. The Director of Human Resources will confer with the appropriate administrator and determine the appropriate course of action. Failure to disclose the consensual relationship will result in disciplinary action.

THIRD – PARTY COMPLAINTS

Any member of the University community who believes this policy has been violated may initiate a complaint with the Director of Human Resources. Employees of the University community are encouraged to make such complaints when they believe a consensual relationship has resulted in unfair treatment. The Director of Human Resources will speak to the parties involved. Substantiated complaints will result in disciplinary action.

4.0 HISTORY

This policy may be revised, edited, changed or removed at any time with or without notice to applicable individuals.

5.0 RELATED DOCUMENTS