

Culture of Respect 12/4/15

Amorous Relationships Policy

Examples

Not permissible: Faculty member is romantically involved with student in her class.

Permissible with conditions: Staff member is promoted to director of the department. Staff member's husband also works in the department, and staff member as director of the department is now supervisor to her husband. This is allowed if notification is made and alternate supervisory arrangements are made and approved so that husband reports to a different supervisor.

Non-Discrimination

Examples:

Not permissible discrimination based on disability: Staff member in admissions encounters applicant for admission. Applicant is in wheelchair and has a service dog with identifying vest indicating it is a service animal. Staff member refuses to allow the service dog in the building.

Non Permissible based on age discrimination: search committee reviews applications for staff position working in Student Affairs and Student Life activities. One applicant is 65 years old. The chair of search committee states that this applicant should be eliminated from consideration because he is too old.

Sexual Harassment/Sexual Assault

Examples:

Not permissible: Staff member working in ACE directly with students singles out a female student for unwelcomed attention, date requests and comments of sexual nature. The student must attend tutoring in ACE as part of her academic probation and the staff member must "sign off" that the student has attended the required number of sessions during the semester. The student has attended all sessions as required, but the staff member will not sign off that she has completed the requirement. The staff member states that he will not do so until the student goes out on a date with him.