

LUTHER COLLEGE

POLICIES AND PROCEDURES

Department:	Human Resources
Subject:	Expectations Regarding Intracampus Relationships
Date Issued:	August 14, 2020
Date Revised:	October 12, 2020
Approved By:	Reviewed at Cabinet, Approved by President, October 28, 2020

I. Policy Expectations Regarding Intracampus Relationships

This policy outlines the directive and requires appropriate notification when there are romantic or sexual relationships with other members of the community. For the purposes of this Policy, the existence of such a relationship shall be determined based on the totality of circumstances with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. The policy clarifies the previous Consensual Relations Policy established in the Faculty and Staff handbooks.

II. Purpose

The Luther “Policy Expectations Regarding Intracampus Relationships” outlines the general behavior expected of Luther employees with respect to romantic or sexual relationships with other members of the Luther Community.

III. Scope

This policy applies to all Luther employees including those through contracted services such as Ricoh and/or Sodexo employees.

“Employee” refers to any member of the faculty or any regular staff employee, or any temporary staff employee whose primary relationship to the College is one of an employee, including in certain circumstances a Resident Assistant.

Discouraged Relationships

There are inherent risks in any romantic or sexual relationship between individuals in unequal positions (such as faculty member or staff member and student or supervisor and employee). These relationships may, in reality, be less consensual than perceived by the individual whose position confers power or authority. Similarly, the relationship also may be viewed in different ways by each of the parties, particularly in retrospect. Circumstances may change, and conduct that was once welcome may, at some point in the relationship, become unwelcome. Even when both parties have initially consented to romantic or sexual involvement, the possibility of a later allegation of a relevant Policy violation still exists.

Luther College does not wish to interfere with private choices regarding personal relationships when these relationships do not interfere with the goals and policies of the College. However, for the personal protection of members of this community, relationships in which power differentials are inherent (e.g., faculty-student, staff-student) are strongly discouraged. They may also violate standards of professionalism and/or professional ethics.

Consensual romantic or sexual relationships in which one party maintains a direct supervisory or otherwise evaluative role over the other party are inherently problematic and employees are required to consider seriously the exploitative possibilities within such relationships.

IV. Prohibited Relationships

Romantic or sexual relationships between a student and an employee responsible for teaching, supervising, or otherwise evaluating that student are strictly prohibited.

Examples of such prohibited romantic or sexual relationships include, but are not limited to:

- Relationships between faculty members and students in their courses
- Relationships between faculty members and their advisees
- Relationships between study abroad program leaders and students in their programs
- Relationships between supervisors and their student employees
- Relationships between ensemble directors and students in their ensembles
- Relationships between coaches and students on their teams
- Relationships between student organization advisors and students in their organizations
- Relationships between professional residence hall staff and residents in their buildings

V. Duty to Report

To protect the involved individuals and the College, persons involved in certain relationships must bring these relationships to the timely attention of Human Resources and/or the Title IX Coordinator.

These romantic or sexual relationships include:

- Relationships between employees in which one party has a direct supervisory or otherwise evaluative role over the other party
- Relationships between an employee and a student
- Resident Assistants in a relationship with a resident in their building(s)
 - *(RAs will disclose to their appropriate Hall Director or Area Coordinator.)*

The existence of this type of relationship may result in removing the supervisory or evaluative responsibilities from the employee or shifting a party from being supervised or evaluated by someone with whom they have established a consensual relationship. When an affected relationship existed prior to the adoption of this policy, the duty to notify Human Resources still pertains. If or when an effective relationship resolves an update to Human Resources is appropriate.

Employees should report the existence of such relationships to either Human Resources or the Title IX Coordinator. Reports may be made in person, by phone, or by email.

VI. Disciplinary Procedures

Violations of this policy will be investigated and adjudicated according to the procedures outlined in the Faculty Handbook or Staff Handbook, as appropriate.

VII. Confidentiality and Recordkeeping

The relationships disclosed under this policy will be maintained in confidential Human Resources files accessible only by Human Resources and the Title IX Coordinator.