

CONSENSUAL RELATIONSHIPS POLICY

PURPOSE

The well-being of the learning and teaching community at Keck Graduate Institute (KGI) depends upon the existence of a relationship of trust, respect, and fairness among faculty, staff, students and volunteers. KGI considers it inappropriate for faculty and staff (“employees”) to engage in amorous, romantic or sexual relationships with students or persons who work under their supervision and who are potentially subject to their judgment concerning personnel actions.

POLICY

1. Faculty and staff (“employees”) of KGI are prohibited from pursuing or engaging in consensual intimate, amorous, romantic or sexual relationships between students, including volunteers.
2. Faculty and staff (“employees”) of KGI are prohibited from pursuing or engaging in any consensual intimate, amorous, romantic or sexual relationships whenever a faculty or staff member incident to any instructional, research, administrative or other KGI employment responsibility is involved in a relationship with an “employee” who she/he exercises authority over, supervises, or evaluates. Although such relationships may be a matter of mutual consent, the power differentials inherent in such relationships can undermine the integrity of the work environment. Moreover, relationships that begin as consensual, could nonetheless become the subject of a complaint under this policy should consent be withdrawn by one party.
3. Faculty and staff (“employees”) of KGI are prohibited from pursuing or engaging in any consensual intimate, amorous, romantic or sexual relationships with KGI faculty and staff (“employees”) unless;
 - a. the faculty or staff member has demonstrated the consensual relationship does not entail a conflict of interest as outlined in 2 above.
 - b. the faculty or staff member has disclosed the relationship or potential relationship to (in the case of faculty) the Dean and the Director of Human Resources (in the case of staff) at the earliest opportunity (including prior to pursuing or engaging in that relationship, when possible).

Violations of this policy may result in discipline up to and including termination of employment or the severing of a relationship with a volunteer. This policy is addressed to consensual relationships and activity only. Any romantic and/or sexual relationship, potential relationship, or activity alleged to be non-consensual is subject to the Discrimination, Harassment, Sexual Misconduct and Retaliation policy and the disciplinary procedures up to and including dismissal under that policy.



Employee's Name (Print)

Employee's Signature

Date