

# ***Policies and Procedures***

<b>SECTION:</b> <b>Administration</b>	<b>NO.</b> <b>2.2.5.</b>		
<b>CHAPTER:</b> <b>Human Resources</b>	<b>ISSUED:</b> 9/27/85	<b>REV. A</b>	<b>REV. B</b>
<b>POLICY:</b> <b>Relationships Between Employees and Students</b>	<b>PAGE 1 OF 2</b>		

## **PURPOSE**

This policy explicitly states the University's position on personal relationships between students and employees of the University. Communication of this policy to all employees can clarify expectations about proper employee conduct and aid in preventing allegations of sexual harassment.

## **POLICY**

By selecting and utilizing the educational programs of Creighton University, students and their parents have demonstrated confidence in the University. In their personal dealings with students, University employees are representatives of the University and are expected to exemplify its Christian and educational values. It is incumbent upon all those who are in positions of authority over students not to abuse, or seem to abuse, the power with which they are entrusted.

Personal relationships between employees and students may have the effect of undermining the atmosphere of trust and mutual respect upon which the educational process depends. Particularly troublesome are romantic relationships. Even when both parties have consented to such a relationship, it is the employee who holds a position of special responsibility within the University. It is the employee, therefore, who will be held accountable for unprofessional behavior.

Employees should be aware that a romantic relationship with a student may render them liable for disciplinary action if the relationship creates, reasonably has the potential to create, or reasonably appears to create a conflict between the employee's personal interests and the employee's obligations to the University or its students.

Because graduate student teaching fellows, tutors, and undergraduate teaching assistants may be less accustomed than other employees to thinking of themselves as possessing professional responsibilities, they should be particularly sensitive and exercise special care in their relationships with students whom they instruct or evaluate.

## **SCOPE**

This policy applies to all University employees.

## **PROCEDURES**

It is the responsibility of individual supervisors to communicate this policy to their employees. In addition, supervisors may need to counsel individual employees whose behavior points to a lack of awareness of this policy. If an employee persists in behaving inappropriately toward a student or students, appropriate disciplinary action, as outlined in the University's progressive discipline policy, may be administered by the supervisor.

It is important that supervisors realize they may be held legally responsible for the behavior of employees under their supervision, should a sexual harassment or other legal proceeding ensue from an employee's behavior.

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### **ADMINISTRATION AND INTERPRETATIONS**

For guidance in interpreting and administering this policy, supervisors may contact the Human Resources Department of the University, the University's Director of Human Resources, or the University's Affirmative Action Director.

### **AMENDMENTS OR TERMINATION OF THIS POLICY**

Creighton University reserves the right to modify, amend, or terminate this policy at any time.