

MEDICAL COLLEGE OF OHIO

Subject: CONSENSUAL RELATIONS

Policy No.: 01-079

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Romantic and/or sexual relationships between faculty members and students or between supervisors and their subordinate employees are strongly discouraged. Given the fundamentally asymmetric nature of a relationship where one party has the power to give grades, thesis advice, evaluations, recommendations, promotions, or salary increases, the apparent consensual nature of such a relationship is inherently suspect. Even when both parties have consented to the relationship, there may be perceptions of conflicts of interest or unfair treatment of others. Such perceptions are detrimental to the educational process, the employment relationship and the College's environment.

Consensual sexual relations between a faculty member and student adversely affects the academic environment by creating opportunities for, or the appearance of, exploitation and harassment. Therefore, it is a violation of the Ethical Standards of the Faculty Rules and Regulations for faculty members who have romantic or sexual relations with students to teach such students in a class, supervise them in research or graduate work, or recommend them for fellowships, awards, or employment.

Should a consensual romantic or sexual relationship exist between faculty members and students or between supervisors and their subordinate employees, the faculty member or supervisor is responsible for excusing himself/herself from the evaluation of the student's or employee's performance. The faculty member or supervisor must also implement effective actions to eliminate or mitigate, to the fullest extent feasible, apparent or actual conflicts of interest.

Source: Cabinet

Effective Date: 06/24/02

Revision/Review Date:

07/01/03 Reviewed