



Authority Board of Trustees
Title Improper Relationships Between Students and Employees
Responsible Office Human Resources
Subject Improper Relationships
Applies to Faculty, Staff and Students

History: First issued:

Additional References: The UNC Policy Manual, Chapter 300.4.1, Improper Relationships Between Students and Employees

Related Policies: Sexual Harassment Policy, Nepotism Policy for EPA Employees, Nepotism Policy for SPA Employees

1. POLICY STATEMENT

The University does not condone amorous relationships between students and employees. Members of the University community should avoid such liaisons, which can harm affected students and damage the integrity of the academic enterprise.

Amorous relationships between students and employees are strictly prohibited when the employee is responsible for evaluating or supervising the affected student or when the student is a minor, as defined by North Carolina law. Both the fact and the appearance of any exploitation must be avoided. The relative difference in power – actual or perceived – in working relationships must be recognized by faculty and staff and not be employed to anyone’s advantage or disadvantage.

It is misconduct, subject to disciplinary action, for a University employee, incident to any instructional, research, administrative or other University employment responsibility or authority, to evaluate or supervise any enrolled student of the institution with whom he or she has an amorous relationship.

It is misconduct, subject to disciplinary action, for a University employee to engage in sexual activity with any enrolled student of the institution, other than his or her spouse, who is a minor below the age of 18 years.

2. DEFINITIONS

An “**Amorous relationship**” exists when two persons, as consenting partners, without the benefit of marriage, have a sexual union or engage in a romantic partnering or courtship that may or may not have been consummated sexually.

“**Evaluate or supervise**” means to assess, determine or influence one’s academic performance, progress or potential or one’s entitlement to or eligibility for any institutionally conferred right, benefit or opportunity or to oversee, manage or direct one’s academic or other institutionally prescribed activities.


3. CORRECTIVE ACTION

Violations of this policy shall be treated as misconduct subject to disciplinary action up to and including dismissal and addressed according to the applicable policies for prosecuting misconduct charges against members of the class of employment of which the affected employee is a member.

4. POLICY DISSEMINATION

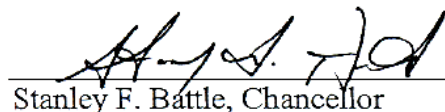
This policy is available on the website; included in the Faculty Handbook; and available from the Office of Human Resources, Students Affairs or Legal Counsel.

Approved:



Linda R. McAbee, Vice Chancellor for Human Resources

Date: 1/10/08



Stanley F. Battle, Chancellor

Date: 1/10/08