



Consensual Relationships

Indiana Wesleyan University is committed to maintaining a positive educational and working environment that is free from conflicts of interest, exploitation, and favoritism. This policy addresses dating, intimate, and/or romantic interactions that, although consensual, may create actual or perceived conflicts of interests, or create the possibility for exploitation or favoritism.

The University recognizes that consenting individuals associated with the University should generally be free to enter into personal relationships of their choice. However, such relationships must not risk undermining the essential purpose of the University or risk undermining the workplace and learning environment. Even if negative consequences to the participants do not result, such relationships could create an environment charged with potential or perceived conflicts of interest and possible use of academic or supervisory leverage to maintain or promote the relationship.

Accordingly, this policy prohibits inappropriate consensual relationships as defined below. This policy is applicable to any employee, including staff, faculty (including adjuncts), and students at the University.

DEFINITIONS

Inappropriate Consensual Relationship - Any consensual dating, intimate, and/or romantic relationship between an employee; and

- a) An individual that the employee has responsibility as part of their job duties to teach, instruct, manage, supervise, advise, counsel, oversee, grade, coach, train, treat, evaluate in any way, or operationally work on their records or accounts; or
- b) Any student under age 21; or
- c) Any student who lives on-campus in IWU residential housing.

Employee - Any staff member including, but not limited to, part-time, full-time, temporary, non-benefits eligible, contracted employees, and graduate assistants. Any faculty member including, but not limited to, full-time faculty, part-time faculty, adjuncts, instructors, visiting professors, instructional assistants, teaching assistants, lab assistants, or any other faculty member who provides teaching or instruction to a University student whether being paid from University funds or not.

POLICY STATEMENT

Prohibited conduct under this policy includes:

- The University prohibits any Inappropriate Consensual Relationship as defined above.
- The University prohibits consensual dating, intimate, and/or romantic relationships between faculty and students (undergraduate or graduate).
- The University prohibits consensual dating, intimate, and/or romantic relationships between coaches and students (undergraduate or graduate).

This policy does not apply to undergraduate student employees. In the event that an undergraduate student employee's job duties include any aspect of part (a) above for another student with whom there is a consensual dating, intimate and/or romantic relationship (Teaching Assistant or Account Representative, as possible examples), the student employee shall disclose the relationship to their supervisor who will discuss with HR to resolve any conflict of interest.

COMPLAINTS

Complaints regarding prohibited conduct shall be reported to the University's Executive Director of Human Resources, who will inform the Executive Vice President & CFOO. HR will determine whether and to what extent an investigation will be conducted and provide a recommendation to the appropriate administrator.

DISCIPLINE AND SANCTIONS

University responses to violations of this policy will vary as appropriate to the facts and circumstances of each case. Any individual who is in violation of this policy is subject to disciplinary action ranging from verbal warnings up to and including termination/dismissal of employment.

RETALIATION PROHIBITED

Retaliation against a person who reports a potential violation under this policy, assists someone with a report of a violation, or participates in any manner in an investigation or in the resolution of a complaint made under this policy is strictly prohibited and will not be tolerated. Retaliation includes, but is not limited to threats, intimidation, reprisals and/or adverse actions related to an individual's employment or education. If retaliation is found, appropriate disciplinary action and sanctions will be made.

CHANGE IN REPORTING STRUCTURE

If an Inappropriate Consensual Relationship occurs or is likely to occur, the employee must consult with the University's Executive Director of Human Resources, who will inform the Executive Vice President & CFOO to determine appropriate action, which may include changes in reporting structure.