



## **Intimate and Familial Relationships Policy**

**Administrative policy approved August 24, 2023. Effective immediately.**

**Revision history: Administrative review and substantive edits performed in August 2023.**

**Previous title: Policy Statement on Consensual Relationships**

**Related policies: Sexual Misconduct Policy; Policy to Prevent Discrimination, Harassment, and Retaliation**

**Scheduled review date: May 2025**

### **A. Intimate Relationships at Southwestern**

Southwestern prohibits intimate relationships where one individual has direct supervisory or evaluative authority over the other individual. In addition, Southwestern prohibits all intimate relationships between a faculty member (whether full-time, visiting, adjunct, or if still teaching, emeritus) and a student who is currently enrolled in a course taught by the faculty member. Southwestern, through the Human Resources Office, reserves the right to develop a conflict management plan for an intimate relationship that is not prohibited under this policy but may raise a conflict-of-interest concern.

“Intimate relationship” means any consenting relationship of a sexual, amorous, dating, or romantic nature. A relationship's nature, not the duration, determines whether it is an intimate relationship.

“Supervisory or evaluative authority” means the power to control or influence another person's employment, academic advancement, or co-curricular or extracurricular participation, including but not limited to hiring, work conditions, compensation, promotion, discipline, termination or discharge, admission, grades, assignments, supervision of research, recommendations, or participating in co-curricular or extracurricular programs.

**B.**

adoption, or legal guardianship. The employee must actively seek to avoid situations in which a

To avoid doubt, in addition to required disclosure by the individual with supervisory or evaluative authority or the faculty member, the other individual involved in the intimate or familial relationship may choose to disclose the existence of the relationship.

**I. Consequences of Violating This Policy**

If any individual violates the terms of this policy, Southwestern may take disciplinary action in accordance with procedures outlined in relevant handbooks, policies, or contracts. Any disciplinary action will be commensurate with the nature of the violation and will consider factors and circumstances relevant to the specific case. Disciplinary action for violations of this policy can include but are not limited to, written warnings, loss of privileges, change of course schedule, adjustment to the organizational reporting structure, mandatory training or counseling, probation, suspension, demotion, exclusion, expulsion, discharge, and termination of employment, including revocation of tenure and long-term contracts.

Southwestern reserves the right to take disciplinary action instead of, or in addition to, developing a conflict management plan.

**J. Confidentiality**

Information disclosed in compliance with this policy will be regarded as confidential and only disclosed in accordance with applicable law.