

LOYOLA COLLEGE IN MARYLAND
POLICY ON CONSENSUAL RELATIONSHIPS
Approved by the Loyola Conference on September 21, 2004

The College's Core Values include the pursuit of academic excellence, a focus on the holistic growth and development of each unique individual, and an abiding commitment to honesty and integrity. Consistent with the Core Values, consensual romantic and/or sexual relationships (hereinafter referred to as consensual relationships) between College employees and students are to be avoided where the employee has (or reasonably could have) professional responsibility for the student's academic performance or professional future. Such relationships, without regard to who initiated them, create the potential for favoritism, exploitation, or the appearance of either, and may limit the student's future educational opportunities.

For purposes of this Policy, "employee" includes faculty, staff, administrators, and graduate assistants, but not undergraduate student employees.

Examples of "professional responsibility" include teaching, academic advising, mentoring, coaching a sport or moderating a student organization or activity, serving on an evaluation or awards committee, serving on a dissertation committee, supervising research, and supervising a student employee.

All employees are considered to have potential professional responsibility for undergraduate students. Thus, consensual relationships between employees and undergraduate students are prohibited.

With respect to graduate students, consensual relationships are prohibited in cases where the employee has, or reasonably can expect to have, professional responsibility for that student.

In the case of a pre-existing consensual relationship, employees are expected to remove themselves from positions of professional responsibility with respect to the student. Thus the employee should resign from any committee (e.g., dissertation, honors) affecting the student, refrain from writing letters of reference or recommendation for the student, and avoid or remove himself or herself from any other position of professional responsibility with respect to the student. In cases where it is not feasible for the employee to remove him/herself or where such removal would be harmful to the student, the employee should submit a request for an exception from this paragraph to the Vice President of the division in which the employee works.

Violation of this Policy by an employee is considered a breach of professional ethics and may result in disciplinary action.

Note: This Policy governs mutual, consensual relationships. Unwelcome sexual advances or other forms of sexual harassment are prohibited by the College's Harassment and Discrimination Policy.