

RESOLUTION-POLICY

- 4) The relationship can cause problems for both parties and harm the academic and work environment at the University. There is the appearance, and often the reality, of a conflict of interest. In addition, third parties may believe that the employee in authority favors the student because of the relationship, thus creating an atmosphere of suspicion and resentment among others who think the student is obtaining undeserved benefits.

No Rowan employee shall maintain a romantic or sexual relationship with a student over whom that employee exercises any academic, administrative, supervisory, evaluative, counseling or extracurricular authority or influence. Similarly, no Rowan employee shall exercise any academic, administrative, supervisory, evaluative, counseling or extracurricular authority over any student with whom that employee had previously been involved in a romantic or sexual relationship. Should a romantic or sexual relationship develop between a student and an employee, the employee shall report it to the appropriate supervisor. A professor shall report it to a department chair. A teaching assistant shall report it to the professor in charge and a staff member shall report it to his/her immediate supervisor. The supervisor shall make appropriate

protect the interests of the student and the University. All arrangements should be in compliance with the Uniform Ethics Code of the State of New Jersey.

All Rowan University employees who work directly with students should be aware that there are significant risks associated with a consensual relationship where a power differential exists. Those risks are even more significant when one party is a student. These relationships may be outside of the scope of employment. As a result, protection under state law or legal representation by the office of the Attorney General for the University employee may not apply. Consensual relationships between faculty or staff and students they do not directly teach, advise or supervise are also discouraged. Even if no direct power differential exists at a given time, it is possible that faculty or staff would be in a position to teach, advise and/or evaluate the student in the future.

Acceptance:

_____ I decline acceptance of this item for the following reason:

Please Return this Copy to the University Senate President ~ Retain a Copy for Your Records