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Owner Saralyn Wilkins:
Vice President
for Human Resources

Area Human Resources

Roseman University Policy Regarding Sexual and/or Romantic Relationships between Roseman Students and Individuals with Academic or Supervisory Authority

I. Policy Background

Roseman University is committed to ensuring the physical and psychological safety of all members of the university community and to promoting conduct that encourages its students and employees to achieve the University's mission and goals. Roseman University administration, faculty and staff are responsible for creating an environment that fosters student independent learning, as well as academic and professional growth and achievement.

Consensual sexual or romantic relationships between Roseman University employees, preceptors, adjunct faculty and Roseman students risk violating the University's sexual misconduct policies, which includes sexual harassment, because of the inherent power differential between these individuals. Roseman University does not tolerate sexual misconduct, which includes sexual harassment.

II. Policy Definitions

A. Academic or Supervisory Authority

Academic or Supervisory Authority includes, but is not limited to, being responsible for or involved in:

- the delivery of didactic, clinical or experiential instruction
- creating assessment, reassessment or remediation questions
- evaluating a student's didactic or experiential or clinical performance

- evaluating a student's presentation, paper, assignment, research, capstone project, Master's thesis or Doctoral dissertation
- assigning a score or grade that could impact the block/course results on a student's transcript
- supervising student research
- providing academic or professional advising/mentoring to a student
- serving as an advisor to a student professional organization
- writing a letter of recommendation for a student
- serving on an Awards and/or Recognition Committee that selects students
- conducting investigations of student misconduct, recommending disciplinary actions involving students, implementing disciplinary actions involving students
- reviewing formal student appeals involving academic, clinical, experiential, professional matters or any Roseman business policies and procedures
- anyone in a position of authority

B. Preceptor:

Preceptors have responsibilities to a College's experiential program that are stipulated by the contractual affiliation agreement between the experiential training site and the College / Program.

A Preceptor's start and end dates are determined by the contractual affiliation agreement.

Roseman considers Preceptors to have 'Academic or Supervisory Authority' over the students they precept.

C. Student:

A student is any full or part-time undergraduate, graduate, professional, non-degree or visiting student or resident.

An individual's student status begins the first day of an academic program's Orientation and ends on the student's official withdrawal or graduation date from the College/Program.

D. Sexual or Romantic Relationship

A sexual or romantic relationship is any relationship a reasonable person would describe as being of a sexual or romantic nature. A sexual or romantic relationship can range from being exclusively physical to exclusively psychological. For the purpose of this policy, a relationship is defined as including a single interaction that is of a sexual or romantic nature between any individual that has 'Academic or Supervisory Authority' over a student.

III. Policy Regulations

A. Disclosure Requirements

Effective July 1, 2019, any individual who will have 'Academic or Supervisory Authority' over a Roseman student *at any time during a current academic year* is required to disclose if he/she had a sexual or romantic relationship with this student to Roseman University's Office of Human Resources and/or Title IX Coordinator. Disclosure does not protect an individual from allegations of sexual misconduct, including sexual harassment.

A student is encouraged, but not required, to disclose a sexual or romantic relationship with an individual who has 'Academic or Supervisory Authority' over her/him to the Title IX Coordinator.

Roseman University's Office of Human Resources and Title IX Coordinator will share any disclosures they receive with each other.

B. Reporting

Any individual who reasonably believes an individual who has 'Academic or Supervisory Authority' had or is currently engaging in a sexual or romantic relationship with a Roseman student is encouraged to report this concern to the Office of Human Resources and/or Title IX Coordinator.

The University prohibits retaliation against individuals who, in good faith, report violations of the University's sexual or romantic relationship policy and/or who participate in an investigation of such violations.

Roseman University's Office of Human Resources and Title IX Coordinator will share any reports they receive with each other.

C. Prohibitions

Effective July 1, 2019, unless granted an exemption by the Office of Human Resources, any individual that has 'Academic or Supervisory Authority' over a Roseman student *at any time during a current academic year is prohibited from initiating or continuing a sexual or romantic relationship with this student.*

Any individual who had a sexual or romantic relationship with a student who will have 'Academic or Supervisory Authority' over that student at any time during a current academic year, is prohibited from having this authority over the student.

D. Request for Marriage Exemption

An individual that has or will have 'Academic or Supervisory Authority' over a current student who is married to that student can request an exemption to the policy by submitting a written request to the Office of Human Resources.

E. Request for Existing Relationship Exemption

An individual who has 'Academic or Supervisory Authority' over a current student currently in a relationship with a prospective or current student that began before July 1, 2019 can request an exemption to the policy by submitting a written request to the Office of Human Resources. The Office of Human Resources will not consider a request for an exemption to this policy for a non-marital relationship that begins after July 1, 2019.

The Office of Human Resources, in consultation with the individual's direct supervisor and the

Title IX Coordinator, will evaluate the request to grant an exception and, if an exemption is granted, will develop a written management plan for this individual. If this person is the University's President, the Office of Human Resources will work with the Chair of the Board of Trustees to develop the management plan.

Documentation regarding the request, the decision, and if applicable, the management plan, will be kept on file in the Office of Human Resources.

IV. Disciplinary Actions

An individual in a position of 'Academic or Supervisory Authority' found in violation of this policy could be subject to one or more of the following disciplinary actions as determined by the Office of Human Resources after consulting with the individual's direct supervisor and the Title IX Coordinator:

- Warning - written statement(s) that clearly indicates particular aspects of the behavior at issue and expectations for future behavior.
- No contact - an order to have no contact in any form with the identified student, other students, or third party.
- Educational intervention(s) – an educational task such as a taking a course or completing training that increases the individual's understanding of related issues and/or appropriate boundaries.
- Restitution - reimbursement to the University for conducting the investigation and resolution of the allegation, including any accommodations or interventions provided to the student as a result of the sexual or romantic relationship
- Management plan terms – a written statement of expectations that the individual must adhere to during the specified time period
- Probation – the terms of the probation will be set by the Office of Human Resources
- Suspension – the suspension would not exceed more than one year, after which the individual may be eligible to return. The duration of the suspension and the conditions for return shall be specified by the Office of Human Resources.
- Termination – permanent severance of the individual from the University.

A student is not subject to discipline for violating this policy.

V. Exemption Request, Management Plan and Disciplinary Actions Appeals Process

An individual below the rank of Chancellor, Vice President or any individual not serving on the Administrative Council can appeal the Office of Human Resources' decisions, including the terms of a management plan, and/or any discipline for violating the policy to the appropriate Campus Chancellor. The decision of the Campus Chancellor shall be final.

If this individual is a Chancellor or a Vice President or anyone serving on the Administrative Council, this person can appeal the decision to the University President. The decision of the President shall be final.

If this individual is the University President, the President can appeal the decision to the Executive

Committee of the Board of Trustees. The decision of the Executive Committee of the Board of Trustees shall be final.

VI. Related Policies Still Apply

Nothing in this policy shall be deemed as being in conflict with the University's Title IX Student and/or Employee Sexual Misconduct policies, which includes sexual harassment. This policy does not preempt existing codes of student conduct/professionalism.

A student paid for any hours worked for the University must comply with Roseman University's student and employee sexual misconduct policies, which includes sexual harassment, and relevant conflict of interest policies.

All Revision Dates

06/2019

Approval Signatures

Step Description

Approver

Date

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