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Consensual romantic and sexual relationship policy between faculty and students

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CONSENSUAL ROMANTIC AND SEXUAL RELATIONSHIP POLICY BETWEEN FACULTY AND STUDENTS AT COLUMBIA UNIVERSITY

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It is the policy of Columbia University that no faculty member shall have a consensual romantic or sexual relationship with a student over whom he or she exercises academic or professional authority. It is also the policy of the University that no faculty member shall exercise academic or professional authority over any student with whom he or she has or previously has had a consensual romantic or sexual relationship. This policy applies to all officers of instruction, research and the libraries, including students with appointments as student officers of instruction and research and graduate and undergraduate teaching assistants. The use of the term "faculty" in the policy statement is not meant to restrict the policy's application in any way but to underscore its special relevance to the faculty because of the roles they play in the education and development of the University's students.

Should a faculty member enter into a consensual romantic or sexual relationship with a student in violation of the policy, he or she shall promptly act to recuse himself or herself from all academic and professional decisions and activities affecting the student. Additionally, the faculty member must promptly alert his or her chair, dean or other head of unit to the existence of that relationship and cooperate in making alternative instructional and supervisory arrangements necessary to protect the student against academic, professional or financial hardship.

At all times, the institutional response shall keep the student's educational aims and needs foremost.

Should a romantic or sexual relationship with a student lead to a charge of sexual harassment or sexual assault against a faculty member, the University is obligated to investigate and resolve the charge in accordance with the University's *Employment Policies and Procedures on Discrimination and Harassment*.

A complete copy of this policy may be found online at: <http://eoaa.columbia.edu/consensual-romantic-relationships>

July 1, 2012

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