

ACADEMIC SENATE

Resolution 18/19-05

Procedure:

1. A motion should be typed or hand-printed.
2. A motion should first be offered to the Executive Board for review and advice on editing and parliamentary implication.
3. If changes are necessary, the motion should be recopied on another form. Amendments may be indicated in the margin or on the reverse of this form.

Proposal on Prohibiting Romantic or Sexual Relationships between Faculty and Students in Supervised Roles

WHEREAS, there is an inherent power differential between Faculty and students, especially when a supervisor / supervisee or other mentoring relationship exists;

WHEREAS, this power differential between Faculty and students challenges the notion of a consensual romantic or sexual relationship due to a lack of perceived freedom to give meaningful consent;

WHEREAS, even if a fully consensual relationship between Faculty and student were possible, the relationship may create an environment where others perceive that they are treated less favorably than the student in the romantic or sexual relationship with the Faculty;

WHEREAS, romantic and sexual relationships between Faculty and students may put either party at risk;

WHEREAS, the mechanisms that exist currently to manage these relationships after they are disclosed may signal to Faculty that these relationships are tolerated if the faculty is convinced that there is consent;

WHEREAS, although it is recognized that historically, a certain number of “successful” Faculty-student romantic relationships have likely occurred, any benefit and value from those relationships does not justify the risk and potential harm to students from Faculty-student romantic relationships and advances;

WHEREAS, the Academic Senate believes that it is important to adopt policies that minimize the risk to students and Faculty from such romantic relationships as well as foster an environment for safe and equitable academic growth;

Therefore, BE IT RESOLVED, that the Academic Senate supports a change in the Faculty Handbook to prohibit all romantic or sexual relationships between Faculty and students (undergraduate student, graduate student or member of a certified training program) when a supervisory relationship exists or is reasonably expected to exist. Supervisory relationships should be defined to include the following Faculty roles in relation to the student: teaching a

37 course, grading or evaluating student work, advising on formal projects such as theses and
38 dissertations, serving as an advisor or examiner on a thesis or dissertation committee, supervising
39 clinical activity, deciding on admissions, employment or other granting of awards, and
40 mentoring.

41 Resolution Number: 18/19-05 Motion by: Executive Board
42 Date: April 10, 2019 (No second required when moved by committee)

43 Action taken: passed with 25 in favor, 5 opposed, and 2 abstentions.