



## SEXUAL INTIMACIES POLICIES

### Tutor-Student Relationships

Background: in 1992 the faculties of St. John's resolved on the following statements. *Sexual intimacies between tutors and undergraduate students are always unwise, dangerous, and a breach of recognized standards of conduct governing teacher-student relations at this college. Sexual intimacy between tutors and students jeopardizes the work of the college: whatever their motives and outcome, such relations may subvert or may be seen as subverting the stated purpose of association between tutors and students.*

The policy: sexual or romantic relationships between tutors and undergraduate students are prohibited. Such relationships may lead to circumstances falling under the definition of sexual harassment; they constitute a breach of conduct even when harassment is not alleged. The responsibility for preventing such relationships lies with the tutors. Conducting sexual or romantic relationships with students will subject tutors to sanctions which may include termination of appointment by reason of "failure to perform teaching duties in a satisfactory manner" or for "moral turpitude," as provided in Polity Article IV (6) (a) (i) and (ii).

These prohibitions apply to tutors and Graduate Institute students whenever a tutor has any kind of instructional or evaluative responsibility for that student, for the same reasons as given above and with corresponding sanctions. Should a tutor be in a sexual or romantic relationship with a Graduate Institute student, that tutor must disclose the relationship to the Associate Dean in order to avoid being assigned to a position of instructional or evaluative responsibility for that student.

### Consensual Relationships Among Employees

The College prohibits sexual or romantic relationships between any two employees—whether staff member, tutor, or employed undergraduate or Graduate Institute student—when one employee in any way supervises or evaluates the other. This prohibition extends to any staff member who evaluates, supervises, or is responsible for a non-employed undergraduate student. In addition, the College prohibits any employee from evaluating or supervising any person with whom they are having, have previously had, or have sought to have a sexual or romantic relationship. The responsibility for avoiding or preventing a prohibited consensual relationship lies with the employee in a position of relative authority. Any exception to this Policy must be requested in writing from the President. The decision by the President whether to allow an exception to this Policy is final.

For the avoidance of any doubt, a tutor on the Instruction Committee should not take part in the appointment, reappointment, or tenure decision of another tutor with whom the first has had, or has sought to have, a sexual or romantic relationship. If such a case should arise, the tutor involved is obligated to speak to the Dean about recusing him- or herself from the relevant appointment, reappointment, or tenure deliberation. Failure to do so may result in sanction, including but not limited to removal from the Committee. This provision is understood to apply to the Dean and President as members of the Committee.