

# Faculty/Staff-Student Dating Policy

## Statement of Policy

As a University dedicated to fostering the dignity of each person, Loyola Marymount University strives to encourage learning and promote justice. The University seeks to create an environment that is free of exploitation and unlawful harassment or discrimination that undermines the integrity of the institution. The Faculty/Staff-Student Dating Policy does not alter, but is in addition to all federal and state laws regulating interpersonal conduct.

## Definitions

**Consensual Relationship** - A dating and/or sexual relationship willingly undertaken by the parties.

**Direct/Power Relationship** - Faculty or Staff-Student relationships in which the Faculty or Staff member is in a position of actual or apparent authority in activities including without limitation, teaching, advising, mentoring, supervising, directing, evaluating and/or conducting research with the Student.

**Faculty** - An employee of the University that has instructional, advisory, evaluative, supervisory and/or other professional responsibilities. The category of Faculty includes: full-time, Instructor, Assistant Professor, Associate Professor, Professor, Emeritus Faculty, Visiting Professor, part-time, Lecturer, Adjunct Professor, Clinical Professor, Clinical Supervisor, Teaching Assistant or Administrative Faculty.

**Staff** - An employee of the University other than Faculty.

**Student** - An individual enrolled, or eligible to continue, in any full-time or part-time undergraduate or graduate program of LMU.

## Policy/Procedures

LMU prohibits consensual relationships of a dating, intimate and/or sexual nature between Faculty or Staff and any Student with whom the Faculty or Staff member is in a direct/power relationship. Furthermore, the University strongly discourages these consensual relationships even when no power relationship exists.

This policy is rooted in the recognition that Faculty-or Staff-Student relationships may be inherently unequal and contain an element of superiority or power. Consensual relationships between Faculty or Staff and Students may give rise to the perception by others that there is favoritism or bias in educational decisions affecting Students. These perceptions undermine the spirit of trust and mutual respect that is important to the University environment. This policy further strives to provide an environment that is free from Sexual Harassment.