



recommendations that confer benefits such as ~~points~~, raises or other remuneration, or performing any other function that might affect employment opportunities.

## STUDENTS

The integrity of the ~~educator-student~~ relationship is the foundation ~~of the 8 Q L Y H Educational~~ mission. These relationship ~~vest~~ considerable trust in the educators who educate, supervise, evaluate and mentor students. Given the inequality in such relationships, it is imperative that the integrity of the educational process ~~be~~ jeopardized by creating a ~~conf~~lict of interest or impairing the learning environment ~~for~~ the student involved in the relationship, as well as ~~for~~ other students. Accordingly, all educators are prohibited from pursuing or engaging in a romantic relationship and/or sexual conduct with any student (whether undergraduate or graduate) over whom the educator currently has ~~educational, supervisory, academic or mentoring~~ responsibilities.

Moreover, given that ~~undergraduate~~ students are particularly vulnerable ~~to the~~ fundamental asymmetric nature of ~~romantic relationships and/or sexual conduct~~ with educators, all educators are prohibited from pursuing or engaging in a romantic relationship and/or sexual conduct with any undergraduate student, regardless of whether ~~the~~ educator currently exercises or expects to exercise ~~any~~ educational, supervisory, ~~academic~~

Further, both parties should be making alternative educational, supervisory, academic or mental health arrangements necessary to protect the student against academic, professional or financial hardship.

## EMPLOYEES

Romantic relationships and/or sexual conduct between supervisors and their employees are also strongly discouraged. The University recognizes the potential for a conflict of interest when a romantic relationship and/or sexual conduct occurs between a supervisor and his or her employee. Such relationships and/or conduct also have the inherent potential to create an uncomfortable or hostile work environment for those involved in the relationship and/or conduct.

