

Policy

Romantic relationships where one member of the University community has evaluative or other supervisory responsibility for the other carry risks of conflict of interest, breach of trust, abuse of power, breach of professional ethics and perceptions of undue advantage. The relationships may, moreover, be less consensual than the individuals whose positions confer power believe, or may be perceived in different ways by each party, especially in retrospect. These relationships are deemed inappropriate and are prohibited.

Further, relationships between faculty and students are prohibited even where the student is not under the teaching or supervision of the faculty member. Romantic relationships between staff and students are not explicitly prohibited except in the case where a supervisory role is involved. Any exceptions to this policy should be approved in writing by the immediate supervisor of the faculty/staff, and any faculty/staff engaged in such a relationship must self-report the relationship to his/her supervisor.

To report an instance of an inappropriate relationship, follow the forms of redress as outlined in the *Employee Handbook*, Grievance Procedure Policies 4040 and 5080.

This policy does not change those instances covered by the Harassment of Employees and Students (Policy 2020) or Employment of Relatives (Policy 2100) policies.

SEXUAL MISCONDUCT

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Sexual misconduct is defined as improper sexual behavior including any of the following:

- a. Actual or attempted sexual contact with a minor or with any person where there exists a relationship with inequality of power.
- b. Actual or attempted rape or sexual contact by force, threat, or intimidation.
- c. Criminal behavior of a sexual nature.

Southern Adventist University desires to maintain a working environment free from harassment and sexual misconduct. To achieve this environment, certain appropriate methods are utilized to alert employees to the issue. These include ensuring that all employees are made aware that harassment and sexual misconduct violates the law and is strongly disapproved of by Southern Adventist University, developing appropriate sanctions and informing all employees of their right to raise the issue of harassment and sexual misconduct.

RETALIATION

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No individual shall be permitted to retaliate in any way against an employee who files a complaint or participates in an investigation under the harassment policy or any other policy. Retaliatory action, for example and without limitation, includes demotion, discharge, unwarranted reprimands, deprivation of normal office benefits, false accusations, or intimidating comments, and is a serious violation of this harassment policy and should be reported immediately to the Human Resources director. Any person found to have engaged in retaliatory conduct against another individual for reporting harassment, workers' compensation, Family Medical Leave Act, or other complaints or for participating in an investigation of such, shall be subject to appropriate disciplinary action, up to and including dismissal.

DRUG-FREE WORKPLACE

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Southern Adventist University is a drug-free workplace at which the unlawful manufacture, distribution, possession, sale, exchange or illegal use of drugs or over-the-counter medications is prohibited. Any employee violating this prohibition becomes subject to employment discipline, up to and including