

Sexual Misconduct BU-PP 031

Policy:

In all disciplinary procedures, Baylor University will seek to be redemptive in the lives of the individuals involved and to witness to the high moral standards of the Christian faith. Baylor will be guided by the understanding that human sexuality is a gift from the creator God and that the purposes of this gift includes (1) the procreation of human life and (2) the uniting and strengthening of the marital bond in self-giving love. These purposes are to be achieved through heterosexual relationships within marriage. Misuses of God's gift will be understood to include, but not be limited to, sexual abuse, sexual harassment, sexual assault, incest, adultery, fornication and homosexual acts.

Baylor will strive to deal in a constructive and redemptive manner with all who fail to live up to this high standard. Nothing will be done to encourage abortions or other drastic actions that might bring great harm to those involved. Dealing individually with each case, efforts will be made to counsel and assist those involved. Constructive forgiveness will guide all efforts.

Topics:

[Application](#)

Related policies:

[BU-PP 705 — Faculty Dismissal Policy](#)

[BU-PP 807 — Staff Discipline](#)

[BU-PP 822 — Staff Grievance](#)

[BU-PP 833 — Staff Separation](#)

Additional information:

None

Contact:

Human Resource Services Office (x2219)

Application—

Consistent with the statement of Baylor University concerning sexual misconduct, the University shall thoroughly review the facts and circumstances of each allegation of sexual misconduct involving a student, faculty member or staff member, and determine if the allegation is supported by credible evidence. The University may impose a sanction against the individual that is appropriate for the act committed. In doing so, the University shall offer counsel and assistance to the individual so that the sanction imposed may be a catalyst for redemption in his or her life.

Due to their unique positions as mature role models, faculty members and staff members are held to a standard of exemplary conduct. The sanctions that the University may impose against a faculty member or a staff member for an act of sexual misconduct range from censure to separation.

Under no circumstances may this policy be construed to waive any of the rights granted to Baylor University under the exemption issued to the University on September 26, 1985, by the U.S. Department of Education covering certain regulations under Title IX of the Education Amendments of 1972 or under the religious exemption Section 702 Title VII of the Civil Rights Act of 1964.