

BU-PP 036

Policy on Romantic and/or Sexual Conduct with Students and Supervisees

Policy

It is the policy of Baylor University that faculty and other employees recognize and respect the ethical and professional boundaries that they must maintain in their relationships with students and supervisees. Attention to these principles is essential to safeguarding the welfare of persons in subordinate positions.

Topics

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Undergraduate Students
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Related Policies

[Ethics Point](#)
BU PP 023, [Standards of Personal Conduct](#)
BU PP 024, [Code of Ethics](#)
BU PP 028, [Civil Rights](#)
BU PP 031, [Sexual Misconduct](#)
BU PP 032, [Nepotism](#)

Additional Information

none

Contact

Human Resources (254) 710-2000
Office of General Counsel (254) 710-3821
Office of the Executive Vice President and Provost (254) 710-3601

Application

Employees of Baylor University are expected to conduct themselves and their activities in an ethical and moral manner that is a positive reflection on Baylor University and consistent with the stated Christian aims and mission of the University. Baylor University places a high value on human relations and human rights. Therefore, the University strives to maintain a learning and working environment that is based on mutual respect for all students and employees. (Adapted from Baylor Standards of Personal Conduct policy, BU PP 023.)

It is the policy of Baylor University that persons with direct teaching, coaching, supervisory, advisory, or evaluative responsibility over employees, students, or student employees recognize and respect the ethical and professional boundaries that must exist in such situations.

Undergraduate Students

Because of the inherent differential in authority and the potential for abuse or the appearance of abuse, the University prohibits any faculty member or other employee of the University (except for those employed as graduate assistants, whose supervisory responsibilities are addressed in the following paragraph) from engaging in romantic and/or sexual conduct with or directed toward any student currently enrolled as an undergraduate at Baylor University.

The University also prohibits any graduate student from engaging in romantic and/or sexual conduct with or directed toward any undergraduate student whom he or she educates, advises, coaches, supervises or evaluates in any way.

Graduate Students

Because of the potential for abuse or the appearance of abuse and the inherent differential in authority between graduate students and their faculty members, advisors, and others holding positions of authority over them, the University prohibits any member of the University community from engaging in romantic and/or sexual conduct with or directed toward any graduate student whom he or she educates, advises, coaches, supervises, or evaluates, or whom he or she has previously educated, advised, coached, supervised, or evaluated, in any way.

Supervisees

Because of the potential for abuse or the appearance of abuse and the inherent differential in authority, the University prohibits any member of the University community from engaging in romantic and/or sexual conduct with or directed toward any employee whom that person supervises or evaluates in any way.

Exceptions, Accountability, and Reporting

These prohibitions do not apply to marital relationships. However, the existence of a marital relationship may have implications for the propriety of one of the working and/or educational relationships discussed above, as, for example, addressed in BU PP 032 (Nepotism), or as might arise in the case of a person who contemplates enrolling for a class taught by his or her spouse.

Exceptions to any of these prohibitions will be considered on a case-by-case basis by the Executive Vice President and Provost (or his or her designee) or by the Associate Vice President for Human Resources (or his or her designee). The individual with the power or status advantage in the relationship must request the exception in writing. The Executive Vice President and Provost (or his or her designee) or the Associate Vice President for Human Resources (or his or her designee) shall respond in writing.

The individual with the power or status advantage in the relationship will bear the burden of accountability, though this does not preclude disciplinary action for other parties. Individuals who violate this policy are subject to disciplinary action, including termination of employment from Baylor University.

Individuals who are aware of any violation of this policy are obligated to report this violation to the Office of Human Resources, to the Office of the Executive Vice President and Provost, or through [EthicsPoint: https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=6771](https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=6771).

Approved: Kenneth Winston Starr Date: May 22, 2012
Kenneth Winston Starr, President