

**University of Windsor
Senate**

5.6: **University Policy – Policy on Intimate Personal Relations**

Item for: **Information**

Forwarded by: **Ross Paul**

**The attached document is being forwarded, by Senior Management Group (SMG), to Senate for information.*

Rationale: See attached.

**University of Windsor Policy Concerning
Intimate Personal Relations
Between
Persons Exercising University Decision-Making Authority
and Students**

Purpose of the Policy

The purpose of this Policy is to address the specific issue of intimate personal relationships between employees of the University and students. The Policy is intended to cover, but is not limited to, relationships between students and a coach, teacher, dean or associate dean, academic advisor, counsellor, residence staff, tutor, thesis or practicum supervisor, research team head, or any other person with decision making authority relating to the student..

Rationale of the Policy

The University is committed to maintaining a learning environment free from abuse of power and authority. An employee who uses, or is perceived to use the authority of his/her position to induce a student to enter into an intimate relationship causes harm to the student and the University.

Definitions

Intimate Personal Relationship includes but is not limited to a sexual relationship, the formation of a deep emotional bond, physical contact inappropriate to a teacher/student relationship and communication whether in person or not inappropriate to a teacher/student relationship

Student's areas of privacy include but are not limited to a residence, a locker, a private office, electronic data storage areas for such things as e-mail and internet usage history, a dressing room and any other area physical or digital where a student would have a legitimate and reasonable expectation of privacy.

Family Relationships

This policy does not apply to relationships between family members. ***Family members*** include the employee's spouse, partner, same sex partner, parents, children and others related to the employee by blood or by law.

Prohibited Conduct

1. No employee of the University with authority to make decisions in relation to any student shall enter into an intimate personal relationship with any student of the University subject to such authority.

Situations of authority to make decisions in relation to a student include but are not limited to the following: teaching, counselling, advising, supervision of research, mentoring; employment of teaching, graduate or research assistants; evaluating academic, artistic or athletic performance; considering legal, disciplinary, punitive or restorative action; awarding scholarships, bursaries, honours or awards; allocating equipment, accommodation, or use of facilities; or granting access to university programs, courses, services or privileges or any other decision relating to the student requiring the exercise of judgment or discretion.

2. No employee of the University shall accept decision making authority over a student with whom he or she has or has had an intimate personal relationship.

3. No employee of the University with access to a student's areas of privacy shall enter into an intimate personal relationship with such student.

4. No employee of the University shall obtain or accept access to a student's areas of privacy with respect to a student with whom he or she has or has had an intimate personal relationship.

Consequences

Should an intimate personal relationship exist or develop between an employee and a student contrary to this policy the employee and the student shall report the relationship to, in the case of the employee, the employee's immediate supervisor and, in the case of a student, the student's department head or in the case of a faculty without departments, to the student's dean.

If an intimate personal relationship proscribed by this Policy exists or develops, the University will take appropriate action to eliminate any abuse or perceived abuse of authority. In particular, the situation of authority will be terminated which will include, but not necessarily be limited to the following: withdrawal of the decision-making authority over the student in the relationship, if appropriate the transfer of the student to another course, or section, and transfer of decision-making authority to an alternative qualified university employee.

Breaches of the Policy may result in disciplinary action by the University against the offending employee including termination whether the offence has been committed before or not.