



RUST COLLEGE FACULTY, STAFF, AND STUDENT FRATERNIZATION POLICY

Rationale

Rust College holds its administrators, faculty, and staff to the highest ethical and professional standards. A faculty, staff, and student fraternization policy has been established in order to promote efficient and fair operation of the College, to avoid conflicts of interest, misunderstandings and complaints of favoritism, supervision problems, morale problems, questions regarding academic achievement, and sexual harassment. Rust College has enacted the Fraternization Policy in order to affirm respect for the humanity of all of its constituencies and to publish guidelines to proactively protect against violations.

Definition of Fraternization

Fraternization is defined as a consensual romantic or consensual sexual relationship between individuals who occupy different levels of authority within the institution. Such a relationship can be said to occur when a party of higher status and/or power with explicit or implicit authority over or the power to reward or discipline misuses that power to enter a romantic or sexual relationship with a party of lower status and/or power.

Policy

All administrators, faculty, and staff are prohibited from fraternization with students, including but not limited to dating, pursuing a date, having or pursuing a romantic or sexual relationship. Violators of this policy shall be subject to discipline, up to or including termination of employment with the College. This policy applies to all administrators, directors, supervisors, regular and temporary (adjunct) faculty, teaching and research assistants, regular and temporary staff, contract workers, and employees of independent contractors of Rust College.

Reporting of Suspected Incidents of Fraternization

All students, employees, and officers of the College have an obligation to report known fraternization. Reports of fraternization shall follow the same protocols and procedures as outlined in the College's Sexual Harassment Policy as published in staff, faculty, and student handbooks. All concerns of possible violation of the Fraternization Policy should be reported to any of the following officers of the College: Vice President for Student Engagement (Dean of Students) or Director of Human Resources.

Passed by President's Cabinet and Approved by the President on February 4, 2015; revised July 1, 2015, July 1, 2017, and July 1, 2018 for change in title for Dean of students