recommendations that confer benefits such as **proms**, or aises or other remuneration, or performing any other function that might affect employment opportunities.

STUDENTS

The integrity of the educators tudent relationship is the foundation to fer 8 Q L Y H edu/dation hal V mission. These relationship vest considerable trust it he educators who educate supervise, evaluate anothentor students. Given the inequality in such relationships, it is imperative that the integrity of the educational process bege opardized by creating a circuit for interest or impairing the learning environment forme student involved in the relationship, as well as hear students. Accordingly, all educators are prohibited from pursuing or engaging in a romantic relationship and/or sexual conduct with any student (whether undergraduate or graduate) over whom the educator currently has educational, supervisory, academic or mentoring responsibilities.

Moreover, given that ndergraduate students are particularly vulnerable tountdatemental asymmetric nature of romantic relationships and/or sexual conduct vith educators are prohibited from pursuing or engaging in a romantic relationship and/or sexual conduct with any undergraduate student, regardless of whether the ducator currently exercise or expects to exercise ny educational, supervisor according to the student of the s

QRWLI\ WKH 8QLYHUVL.WFurth/erm/obr/e/Wooth parties Bhoodbloger & eDir/Whalking alternativeeducational, supervisory, academic or mentaminanggements necessary to protect the student against academic, professional or financial hardship.

EMPLOYEES

Romantic relationships and/or sexual conduct between supervisors and their employees are also strongly discouraged The University recognizes the potential for a conflict of interest when a romantic relationship and/or sexual conduct curs between a supervisor and his or her employee. Such relationship and/or conduct FDQ LQWHUIHUH ZLWK D VXSHUYLVRU·V RU PD\ JLYH ULVH WR WKH SHUFHSWLRQT Wester Detation with the value of the relation of the relat

EXCEPTIONS

Exceptions tothis Policy(such as in thease of a marital relationship) be considered on a case by-case basis by theovostor Chief Human Resources Officer, in each case in consultation with WKH 8QLYIEHIX Coloration to 7AL request for an exception must be made in writing by both parties.

CONSEQUENCES OF VIOLATION OF THIS POLICY

Anyonewith questions about thresicy is DGYLVHG WR FRQVXOW ZLWK WKH 8Q Coordinator. A student or other member of the University community may lodge a formal or informal complaint regarding an alleged violation of this

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