

---

# POLICY

\*\*FOR PRINTED USE ONLY\*\*

W}o] ] • Ć •] ]vP }v hsD[• /v•š]šµš}}v o W}o] Ç Á •]š Ć šZ u}pšicy 6507herš eš Ć•}}v• Ā ]o o }  
including in printed form or embedded on other websites, it may not be the most current.

**Title: Amorous Relationships with Students**

## Policy Statement

Š ‡ • < ~ ‡ " • < - > ĩ • • < • • < ' • < • „ ‡ • - f † ~ f • ... ‡ † - Š " ' - % Š f † Š ‡ " ‡ • ... ‡ „ > ^ f ... - Ž - >  
professionali

## Definitions

\_\_\_\_\_ : is a romantic, sexual or dating relationship. This definition excludes marital or civil union relationships.

\_\_\_\_\_ : Employee includes all tenure and non-tenure-track, full-time and part-time faculty, instructors, adjuncts, as well as any visiting/volunteer faculty. Employee also includes all coaches. Coach includes any person serving as a head coach, assistant coach, graduate assistant coach, coaching intern, or volunteer coach. Employee also includes all staff members, senior administrators, and any volunteer staff.

\_\_\_\_\_ : Includes any faculty or staff member, whether paid or volunteer, with the ability to impact graduate student academic/career success, responsibility for making academic decisions or recommendations, who performs instructional, evaluative, administrative or supervisory, tutoring, advocacy, counseling and/or advising duties, whether within or outside the classroom with respect to a graduate student. Such responsibilities include the administration, provision, or supervision of all academic, curricular or extracurricular services and activities, opportunities, awards or benefits offered by or through the University or its personnel in their official capacity.

\_\_\_\_\_ : are appropriate professional, moral, and ethical relationships with students that have a central focus on student learning and development in keeping with the University mission.

\_\_\_\_\_ : Includes all students currently enrolled at the University of Vermont, whether part-time or full-time, in undergraduate or graduate education, including the Larner College of Medicine, in credit-bearing courses or programs and in non-degree/credit bearing courses or programs (including continuing and distance education). A student from another institution who is participating in UVM sanctioned or sponsored non-credit activities also is covered. A former student of the University of Vermont is not covered by this policy if not enrolled at UVM. An individual who is primarily an Employee of the University but who is also enrolled at the University is not considered a Student under this policy.

## Procedures

### What Is Prohibited?

An Employee is prohibited from engaging in an amorous relationship with any undergraduate student, whether matriculated at UVM or enrolled as a non-degree/noncredit student, regardless of the perception of consent by both participants. An Employee also is prohibited from soliciting any undergraduate student to engage in C /P <1 0 0 1 349W\* n BT /F6 10.02 Tf 1 0 0 1 289.94 220.58 Tm 0 G -0.0446 Tc[6M m /F63(iob)5( c)4



### Potential Discipline

A demonstrated violation of this Policy will result in the initiation of disciplinary action consistent with the standards and