

CHAPTER 15

NOTICE OF NON-DISCRIMINATION AND AMOROUS RELATIONSHIPS

Sections:

- 15.010. Notice of Non-Discrimination
- 15.020. Amorous Relationships

15.010. Notice of Non-Discrimination,

Truman State University is committed to providing equal opportunities in our employment and learning environments. Truman therefore informs its faculty, staff, student body, contractors and guests that Truman prohibits discrimination and harassment on the basis of race, color, national origin, sex, disability, religion, age, sexual orientation or veteran status in its programs and activities as required by equal opportunity/affirmative action regulations and laws and University policies and rules.

Further, the President of the University is hereby authorized and directed to promulgate, implement and enforce policies for the enforcement of all aspects of this Notice of Non-Discrimination statement including, but not limited to, the areas of sexual harassment, disability and pregnancy. The President shall promptly inform the Board of any change or amendment to these policies.

Source: Resolution of the Board dated August 1, 2020

15.020. Amorous Relationships. The policy regarding amorous relationships is set forth in the following manner.

- 15.020.1. General. The University's mission is promoted by professionalism, which is fostered by an atmosphere of mutual trust and respect. These are diminished when persons in positions of authority abuse or appear to abuse their authority, as in the case of amorous relationships between University employees and students. For purposes of this policy, amorous relationships exist when two individuals mutually and consensually understand a relationship to be romantic and/or sexual in nature except when those two individuals are married to each other.

- 15.020.2. Rationale. An amorous relationship between a University employee and a student is wrong when the University employee has professional responsibility, such as, but not limited to, grading, evaluating, supervising or advising, for the student. Such situations can result in abuse of power. The University will view it as unethical if University employees engage in amorous relationships with students for whom they have professional responsibility as defined below. The behavior is unethical even when the relationship is thought to be consensual (i.e., both parties have consented), because the voluntary consent of the student is in doubt, given the power imbalance in the student-employee relationship. Even if consent were to be shown, a clear conflict of interest would still exist which might create the appearance of discrimination or favoritism in grading or access to educational or employment opportunities.
- 15.020.3. Coverage. Relationships between a graduate student and an undergraduate student, when the graduate student has some professional responsibility for the undergraduate, are covered by this policy. Relationships between a student and any University employee, including but not limited to a faculty member, administrator, coach, advisor, program director, counselor, or residential staff member who has professional responsibility for that student also are covered.
- 15.020.4. Disciplinary Actions. Faculty or employees engaged in unethical conduct of the type described in this policy are subject to the normal disciplinary procedures of the University, including but not limited to suspension and termination. Such unethical conduct may or may not involve sexual harassment as proscribed by the Sexual Harassment Policy. Further, such unethical conduct shall constitute “dishonesty” and “immoral conduct” within the meaning of those terms as used in Section 6.020.4.5 of the Code of Policies regarding termination of employment for holders of academic faculty positions having either continuous tenure or serving under a specified term appointment.

Source: Resolutions of the Board dated June 27, 1992 and December 5, 2015