

The Lutheran University Association, Inc.

d/b/a Valparaiso University

Consensual Relationship Policy

Rationale:

Valparaiso University's mission is promoted by professional relationships between students in a position of authority and students under their supervision. Relationships of an intimate or sexual nature between a student with authority and a student under their supervision compromise the possibility of a professional relationship because there is an inherent conflict of interest as well as potential for unethical professional judgment, exploitation, and actual or apparent favoritism.

Definitions:

For purposes of this policy, the following definitions apply:

A "consensual relationship" is a consensual relationship between a student with authority and another student of a dating, intimate, and/or sexual nature.

A "student with authority" is any student qualifying as a student employee, graduate assistant, teaching assistant, student aide, coach, or similar position of authority as determined by the dean of students.

"Under their supervision" means formally supervising, evaluating, teaching, advising, grading, or coaching a student.

Policy:

The University prohibits consensual relationships between a student with authority and any student when the student is under their supervision. A student with authority must disclose to his/her supervisor immediately if there is a current consensual relationship or there was a past consensual relationship between the student with authority and a student under their supervision. The supervisor will confer with his/her supervisor or the appropriate director, dean, or vice president and determine the appropriate course of action. Failure to disclose the consensual relationship will result in disciplinary action.

Third-Party Complaints:

Any member of the University community who believes this policy has been violated may initiate a complaint with the dean of students. The dean, or his/her designee, will speak to the parties involved, and if applicable, initiate the University's Student Judicial Process and/or Nondiscrimination, Harassment, and Sexual Assault Policy. Otherwise, the dean of students will defer the matter to the supervisor of the student with authority, for further review. Substantiated complaints may result in immediate disciplinary action by the supervisor.