

SUBPART 8-7
EMPLOYEE AND STUDENT DIGNITY

Sec. 8-701. Employee and Student Dignity. The University expects all students and employees to conduct themselves with dignity and respect for students, employees and others. It is each individual's responsibility to behave in a civil manner and to make responsible choices about the manner in which they conduct themselves. Harassment of any kind, including sexual harassment, racial harassment, or harassment based upon any status protected from discrimination under the Policy on Non-Discrimination or State or federal law, is not acceptable at the University. The University does not condone or allow harassment of others, whether engaged in by students, employees, or by vendors or others doing business with the University. Harassment is the creation of a hostile or intimidating environment in which verbal or physical conduct, because of its severity or pervasiveness, is likely to significantly interfere with an individual's work or education, or adversely affect a person's living conditions. It is the responsibility of the President or his/her designee, to establish and administer University policy to support this principle.

Prior Board Action:

May 8, 2015.

Sec. 8-702. Consensual Relationships Between University Employees and Between University Employees and Students. Employees and students of the University are expected to make responsible choices. Consensual relationships of an amorous or sexual nature, that might be appropriate in other circumstances, are deemed inappropriate when they occur between an employee of the University and a student for whom he or she has a professional responsibility or between an employee of the University and another employee for whom he or she may have professional responsibility. For example, such a relationship would be inappropriate between a faculty member, administrator, supervisor, advisor, coach or residential staff member and a student for whom he or she has professional responsibility. Another example is a relationship between a supervisor, manager, or administrator and an employee for whom he or she has professional responsibility. Even when both parties have consented to the development of such a relationship, the relationship can raise serious concerns about the validity of consent, conflicts of interest, and unfair treatment for others and may result in serious consequences.

Sec. 8-703. Importance of Free and Open Discussion. Nothing in this subpart shall be construed as limiting free and open discussion of all matters, including matters of morality and public safety.

Cross Reference:

Subpart 5-2. Student Community Standards – General.

Subpart 7-3. Policy on Non-Discrimination.

Subpart 8-6. Sexual Assault Policy.

Business Policy, *Sexual Assault Policy*

Business Policy, *Clery Act Compliance Policy*

Business Policy, *Campus Violence and Weapons Prohibition*

Student Affairs Policy, *Code of Student Community Standards*

Human Resources Policies and Procedures, *Employee Dignity/
Harassment/Discrimination*

Human Resources Policies and Procedures, *Consensual Relationship*

Prior Board Action:

Entire Subpart 8-7 included in October 19, 2001 Codification, Phase I.

Entire Subpart 8-7 included in October 22, 2004 Codification, Phase II.