



NORTH CAROLINA SCHOOL OF
SCIENCE AND MATHEMATICS

Title	IMPROPER RELATIONSHIPS BETWEEN STUDENTS AND EMPLOYEES
Authority	Board of Trustees
History	Effective July 1, 2007
Legal Reference	BOG <u>300.4.1</u> Improper Relationships Between Students and Employees
Additional References	
Responsible Offices	Chancellor, Vice Chancellor for Student Life, Human Resources
Classification	3400

I. POLICY

It is the Policy of the North Carolina School of Science and Mathematics to encourage members of the School community to uphold the highest standards of personal and professional conduct. Employees should avoid amorous relationships or liaisons with students which can harm affected students and damage the integrity of the academic enterprise. Further, sexual relationships between unmarried persons can result in criminal liability.

II. PROHIBITED CONDUCT

The following misconduct is strictly prohibited and subject to discipline, up to and including dismissal from employment:

- 1) No employee, incident to any instructional, research, administrative, residential or other School employment responsibility or authority, shall evaluate or supervise any enrolled student of the School to whom he or she is related by blood, law or marriage.
- 2) No employee shall engage in an amorous relationship with any enrolled student. An “amorous relationship” exists when, without the benefit of marriage, two persons as consenting partners (a) have a sexual union or (b) engage in a romantic partnering or courtship that may or may not have been consummated sexually.
- 3) No employee shall engage in sexual activity with any enrolled student, other than his or her spouse.

III. IMPLEMENTATION

The Chancellor shall develop procedures to effectively inform both employees and students, on a continuing basis, about the type of misconduct prohibited by this policy. The Chancellor shall periodically review that appropriate policies and procedures for receiving, investigating and resolving charges of misconduct are in place and are not inconsistent with University policy.