



Policy

Because of the potential for abuse or the appearance of abuse and the inherent differential in authority, the University prohibits:

- Any faculty member, staff member, or other member of the University community who is not a student from engaging in romantic and/or sexual relationships or romantic and/or sexual conduct with any student currently enrolled as an undergraduate at Notre Dame
- Any faculty member, staff member, or other member of the University community from engaging in romantic and/or sexual relationships or romantic and/or sexual conduct with any graduate or professional student whom he or she in any way educates, counsels, coaches, supervises, or evaluates;
- Any graduate or professional student from engaging in romantic and/or sexual relationships or romantic and/or sexual conduct with any undergraduate student whom he or she in any way educates, counsels, coaches, supervises, or evaluates;
- Any faculty member, staff member, or other member of the University community from engaging in a romantic and/or sexual relationship or in romantic and/or sexual conduct with any employee whom he or she in any way supervises or evaluates.

Any member of the University community who becomes aware of any conduct prohibited by this policy must report the conduct to the Office of Institutional Equity ("OIE"), which will assess the report and determine the appropriate response.

This policy is intended to be an addition to existing University rules and regulations and does not alter or modify any existing University rule or regulation.

Procedures

Exceptions to any of these prohibitions will be considered by the Office of the Provost or the Office of Human Resources on a limited, case-by-case basis. If you have any questions about the application or effect of this policy to an existing or potential relationship, please ask your supervisor and/or member of the Office of the Provost or the Office of Human Resources.

Policy Enforcement

Individuals who violate this provision are subject to the range of discipline listed in the University's Procedures for Resolving Allegations of Discriminatory Harassment, Sexual Harassment, and Other Sex-Based Misconduct.
