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**Approved by:** President  
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## **STUDENT AND FACULTY INTERACTIONS POLICY**

A romantic relationship policy regarding faculty and students is crucial to maintaining the integrity of the academic environment. Such relationships can introduce potential conflicts of interest, perceptions of favoritism, or create power imbalances. The main goal of this policies is to maintain an educational environment free from potential bias, harassment, or favoritism.

### **Professional Boundaries:**

Faculty and students should maintain professional boundaries to ensure that the academic integrity and objectivity of the educational process are not compromised.

### **Conflict of Interest:**

Faculty members should avoid situations where they have a personal, financial, or any other interest that might conflict with their academic responsibilities to the student. If a conflict arises, it should be disclosed to the Chief Academic Officer and managed appropriately.

### **Prohibition of Romantic and Sexual Relationships:**

Faculty are expressly prohibited from entering into romantic or sexual relationships with any NewU enrolled or admitted students.

Even if a relationship is consensual, the inherent power differential between faculty and students can make the relationship problematic. Students may feel pressured or coerced due to the faculty member's influence over their grades, academic progress, or future opportunities.

### **Disclosure:**

If a romantic or sexual relationship exists prior to the faculty-student academic relationship or unexpectedly develops, it must be disclosed immediately by the involved faculty member to the Chief Academic Officer, who will inform the Chief HR Officer.

### **Mitigation:**

Once a relationship is disclosed, the institution will act to mitigate the conflict of interest. This may involve:

- Transferring the student to a different class.
- Assigning a different advisor or evaluator to the student.
- Adjusting teaching or supervisory roles to ensure impartiality.
- Other actions the university deems appropriate under the specific circumstances.

**Penalties:**

Breaching the romantic relationship policy (e.g., failing to disclose a relationship or engaging in prohibited relationships) can lead to various penalties, which can range from a suspension to termination or expulsion.

**Retaliation:**

NewU prohibits retaliation against any person who reports a violation of a romantic relationship policy violation.

**Training and Awareness:**

Faculty and students are required to familiarize themselves with this policy.

**[End]**