

Wright State University

Policy No. 1270:

Sex/Gender-Based Harassment, Discrimination, and Sexual Misconduct

Appendix F: Certain Prohibited Romantic and/or Sexual Relationships

A. Policy Statement.

It is the policy of the University to prohibit sexual or romantic relationships in the following circumstances, unless an exception is approved as outlined in this Appendix:

1. Between employees and students.
2. Between employees, if the relationship is between individuals with unequal positions of power, such as in the case of a supervisor/subordinate relationship, or where one individual in the relationship can or could influence the academic or professional progress of the other.
3. Where the relationship is nonconsensual, or amounts to discrimination, harassment, and/or sexual misconduct.

Consensual romantic and/or sexual relationships are not subject to the resolution process outlined in Appendix B of this Policy, unless the conduct in question also falls within the scope of Title IX Sexual Harassment, as defined elsewhere in this Policy.

B. Reporting.

Prohibited relationships must be reported in writing to the Chief Human Resources Officer (a.) by October 1, 2023, for relationships that already exist on the effective date of this Policy, or (b.) by close of business on the first business day after the day on which the relationship commences, for relationships that commence after the effective date of this Policy. If the Parties desire to continue the relationship, they must request an exception from policy from the Chief Human Resources Officer, who will process it in consultation with the Provost (for academic employees), COO (for administrative/staff employees), and Dean of Students (for relationships involving students and/or student employees).

Each party to the relationship is independently responsible for reporting it.

C. Exceptions.

Exceptions from this Policy may be requested from the Chief Human Resources Officer. Each request for an exception from this Policy must be in writing, identify the parties to the relationship, and state the reasons why the requester believes the relationship will not disrupt effective University operations or result in liability or risk to the University.

The Chief Human Resources Officer has discretion to approve or refuse exceptions from this Policy. If an exception is not appropriate as proposed, the Chief Human Resources Officer may (but is not required to) propose conditions under which the exception would be approved, which

the parties are free to approve or disapprove. A conditional exception is invalid unless approved in writing by the Chief Human Resources Officer and all parties to the relationship.