



Section 1.4 Sexual Relationship Policy

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1.4.1 SEXUAL RELATIONSHIP POLICY: The University affirms its commitment to the fair exercise of academic and employment power and adequate protection of individuals with limited power. University employees, including administrators; faculty; coaches; extracurricular, extramural, and intramural activities supervisors; graduate assistants; and staff should demonstrate respect for students as individuals and adhere to their proper roles as academic guides, counselors, and facilitators. Employees must refrain from any exploitation of students and other employees. Such use of power to create sexual relationships will be dealt with promptly and confidentially by the university administration.

1.4.2 SEXUAL CONDUCT WITH STUDENTS PROHIBITED: No employee shall engage knowingly or attempt knowingly to engage in consensual or nonconsensual sexual conduct with any student whom the employee supervises, acts as academic advisor for, or over whom the employee has any power to determine the student’s grade; honors; discipline; research opportunity; scholarship opportunity; acceptance in a graduate or other program of study; participation in arts, athletic, academic, or extracurricular competition; work-study assignment; or similar education-related matter. University employees’ sexual liaisons with students in such situations exploit position, abuse power, and fundamentally harm the academic relationship. Voluntary intoxication with drugs, alcohol, or other substances shall not negate knowledge.

1.4.3 SEXUAL CONDUCT WITH SUPERVISEE PROHIBITED: Supervisors’ sexual liaisons with their supervisees may exploit position, abuse power, and fundamentally harm the working environment. No supervisor may engage knowingly or attempt knowingly to engage in consensual or nonconsensual sexual conduct with any employee, not his or her spouse, whom he or she supervises, directly or indirectly. Voluntary intoxication with drugs, alcohol, or other substances shall not negate knowledge.

1.4.4 DEFINITION OF SEXUAL CONDUCT: “*Sexual conduct*” includes, but is not limited to, any act, erotic touching, romantic flirtation, conversation of a carnal nature, advance or proposition for sensual activity, erotically explicit joke, remark of a carnal nature describing a person’s body or clothing, display

of an erotic object or picture, and physical contact reasonably believed to be of a sensual or flirtatious manner.

“Sexual conduct” does not include reasonable use or delivery of bona fide lecture and/or instructional acts, statements, or materials.

1.4.5 SANCTIONS: Sexual conduct with students or employees in violation of this policy will not be tolerated. Appropriate disciplinary action may include a range of actions up to and including dismissal and/or expulsion.

1.4.6 EXCEPTIONS: Exceptions to sexual conduct prohibitions consistent with state and federal law may be granted in appropriate circumstances by the University president. The President shall notify the Board of Regents of the Regional University System of Oklahoma of any such exceptions in a written, confidential personnel record at least one week prior to the next Board meeting. Exceptions involving the president may be granted by the Board only.

Approved by Cabinet & President February 19, 2013.