
OAKWOOD UNIVERSITY

Notes

Harassment Policy of the staff, faculty and student handbooks. All concerns should be reported, for review, to any of the following:

President

Provost

Any Vice President

Employee Services

Academic Chairs

Department Directors

Dean of Schools



Employee Services
Human Resources
Blake Center, Room 109
Phone: 256-726-7274
Fax: 256-726-7302

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***FACULTY AND
STAFF-STUDENT
NON-FRATERNIZATION
POLICY***

July 2016

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FACULTY AND STAFF-STUDENT NON-FRATERNIZATION POLICY

Rationale

Oakwood University holds its administrators, faculty and staff to its highest ethical and professional standards. A faculty/staff-student non-fraternization policy is established in order to promote the efficient and fair operation of the College, to avoid conflict of interest, misunderstanding, complaints of favoritism, supervision problems, morale problem, questions regarding academic achievement and sexual harassment.

Policy

All administrators, faculty, and staff are prohibited from unethical or inappropriate fraternization with students, including, but not limited to, dating, pursuing a date, having or pursuing a romantic or sexual relationship with students. Violators of this policy shall be subject to discipline, up to an including termination of employment.

This policy applies to all administrators, directors, supervisors, regular and temporary faculty, teaching and research assistants, regular and temporary staff, contract workers and students of Oakwood University.

Definition of Fraternization

Fraternization is defined as a consensual romantic or consensual sexual relationship between individuals who occupy different levels of authority in the institution. This occurs when one partner of higher status and/or power with explicit or implicit authority over, or the power to reward, misuse that power to entice that partner of lower status and./or power into an illicit relationship. Fraternization includes, but is not limited to the following behaviors:

- Consensual romantic or sexual relationship between employee and student

- Employees dating or pursuing to date a student
- Having or pursuing a relationship that creates a conflict of interest.
- Inappropriate advances in pursuit of a romantic sexual relationship with a student.
- Violation of academic policies, employee codes or student codes in the pursuit of a consensual romantic or sexual relationship
- The encouragement of emotional dependence of students upon faculty and/or staff
- Consensual social engagement arranged by a third party with the intent of pursuing a consensual romantic or sexual relationship.

Reporting of Fraternization

All students, employees, and officers have an obligation to report known fraternization. Reports of fraternization shall follow the same protocols and procedures as outlined in the Sexual