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| <b>Name of Policy:</b> <b>Consensual romantic and/or sexual relationships</b><br><br><b>Policy Number:</b> 3364-25-65<br><br><b>Approving Officer:</b> President<br><br><b>Responsible Agent:</b> Chief Human Resources Officer<br><br><b>Scope:</b> All University of Toledo Campuses |                                   | <b>Effective date:</b><br>March 8, 2024<br><br><b>Original effective date:</b><br>December 1, 2007 |   |
| <b>Keywords:</b>   |                                   |  |   |
|  | New policy                        | X  | Minor/technical revision of existing policy |
|  | Major revision of existing policy |  | Reaffirmation of existing policy            |

- (A) Policy statement
 

The university seeks to ensure that consensual romantic and/or sexual relationships between and among faculty, staff, students, residents, interns, and fellows do not interfere with the operations of the university or compliance with the law.
- (B) Purpose
 

To explain the university’s position on consensual romantic and/or sexual relationships among and between its faculty, staff, students, residents, interns, and fellows.
- (C) Scope
 

This policy covers all university faculty, staff, students, residents, interns, and fellows.
- (D) Prohibited relationships
  - (1) Involving students, residents, interns, and fellows
 

Romantic and/or sexual relationships are prohibited whenever there are direct supervisory, teaching, evaluation, advising, coaching, or counseling responsibilities between: 1) administrators, faculty, staff, graduate or



- (4) If a plan is not approved, or if the approved plan is rejected by the person with lower institutional authority, the romantic and/or sexual relationship must be discontinued until supervisory responsibility no longer exists.
- (5) When the facts establish that an institutional power differential existed within the relationship and an allegation of sexual harassment results, the u

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| <p><b>Approved by:</b></p> <p>/s/</p> <hr/> <p>Gregory Postel, MD<br/>President</p> <p><b>Date:</b> March 8, 2024</p> <p><b>Review/revision completed by:</b></p> <ul style="list-style-type: none"><li><input checked="" type="checkbox"/> List individuals or committees</li><li><input checked="" type="checkbox"/> Senior Leadership Team</li></ul> | <p><b>Policies superseded by this policy:</b></p> <ul style="list-style-type: none"><li><input checked="" type="checkbox"/> None</li></ul> <p><b>Original effective date:</b><br/>December 1, 2007</p> <p><b>Review/revision date:</b><br/>September 25, 2017<br/>October 27, 2020<br/>March 8, 2024</p> <p><b>Next review date:</b><br/>March 8, 2027</p> |
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