Division of Student Affairs Employee-Student Relationships Policy

In the Division of Student Affairs, employees recognize their unique relationships with Northwestern University students as trusted university representatives. Student Affairs employees demonstrate respect for students as individuals and avoid any exploitation, harassment, or discriminatory treatment of students. In many situations, participation in a romantic or sexual relationship with a student, even when consensual, is considered exploitative toward the student, imperils the integrity of the work and educational environment, and constitutes a prohibited conflict of interest.

Student Affairs prohibits all division employees from engaging in romantic, dating, or sexual relationships with Northwestern students whom they are currently supervising, advising, evaluating, mentoring, teaching, or counseling in the scope of their duties. For the purpose of this policy, Student Affairs employees include staff, faculty, administrators, and student employees of Student Affairs. Student employees include, but are not limited to, graduate assistants, Residential Services graduate student positions, and practicum students.

If a Student Affairs employee is found to be in a prohibited relationship under the policy, the employee will face disciplinary action in accordance with disciplinary procedures contained in the relevant handbooks, policies, procedures, practices, or contracts.

I the undersigned Student Affairs employee have read and understand the above policy and agree to comply with the standards and requirements contained therein, and further understand that violation of this policy may lead to disciplinary action as stated above.

_____________________________                                  ______________________________
Employee Name (Please print)                                  NU ID number

_____________________________                                  ______________________________
Employee signature                                                Date