

**A. POLICY STATEMENT**

Stephens College is dedicated to providing all students with a learning environment free of all forms of harassment or exploitation. Because there are special risks inherent in intimate, romantic or sexual relationships between individuals in inherently unequal power positions – including the increased potential for conflict of interest, exploitation, coercion, favoritism, and bias – such relationships between College employees and students are restricted by College policy as follows:

***Students enrolled in the College’s Undergraduate Women’s College or Conservatory Programs:*** No employee of Stephens College shall have an intimate, romantic or sexual relationship with any student enrolled in its undergraduate Women’s College or Conservatory programs.

***Students enrolled in the College’s Graduate and Continuing Studies (GCS) Programs:*** Employees may not engage in intimate, romantic or sexual relationships with students enrolled in the College’s Graduate and Continuing Studies (GCS) programs over whom they have or might reasonably expect to have direct pedagogical or supervisory responsibilities, regardless of whether the relationship is consensual. Conversely, employees must not directly supervise any student with whom they have an intimate, romantic or sexual relationship.

- For purposes of this policy, “direct supervision” includes the following activities (on or off campus): course teaching, examining, grading, advising for a formal project such as a thesis or research, supervising required research or other academic activities, recommending in an institutional capacity for admissions, employment, fellowships or awards.

This policy applies to any Stephens College employee who has authority over or mentoring relationships with students, including athletic coaches, supervisors of student employees, advisors and directors of student organizations, counselors, as well as any others who advise, mentor or evaluate students. “Students” refers to those enrolled in any and all educational and training programs at Stephens College.

The integrity of the teacher-student relationship is central to the Stephens College mission. The unequal institutional power inherent in this relationship heightens the vulnerability of the student and the potential for coercion. Undergraduate students are particularly vulnerable to such coercion because of their age and relative lack of maturity. Therefore, no employee of Stephens College shall have a sexual or amorous relationship with any student in the undergraduate residential program, regardless of whether the employee currently exercises or expects to have any pedagogical, supervisory or mentorship responsibilities over the student.

At the graduate and adult online learning levels, faculty must avoid sexual and amorous relationships with students over whom they have or might reasonably expect to have direct pedagogical or supervisory responsibilities, regardless of whether the relationship is consensual. Conversely, teachers must not directly supervise any student with whom they have a sexual or amorous relationship.

**B. PURPOSE**

The integrity of the teacher-student relationship is central to the Stephens College mission. The unequal institutional power inherent in this relationship heightens the vulnerability of the student and the potential for coercion when intimate, romantic or sexual relationships also exist.

**C. SCOPE**

This Policy applies to all employees of Stephens College.

By contractual agreement, all on-campus vendors will follow this policy.

**D. RESPONSIBILITIES**

All alleged violations should be reported to the Director of Human Resources, who will meet with the parties involved and others as deemed appropriate, to address the complaint as expeditiously as possible.

Every reasonable effort will be made to preserve confidentiality and protect the privacy of all parties in the course of the investigation.

**E. VIOLATIONS**

Violations of this policy shall be considered misconduct and will be subject to disciplinary action, up to and including termination.

**F. CONTACT**

Inquiries concerning the Professional Boundaries Policy with Students may be directed to the Director of People Operations, the Vice President for Academic Affairs, or the Title IX Coordinator.

Director of People Operations: Martin Logan, LRW 306; Campus Box 2036; (573) 876-7172;  
[mlogan@stephens.edu](mailto:mlogan@stephens.edu)

Vice President for Academic Affairs: Dr. Leslie Willey, LRW 357; Campus Box 2005; (573)  
876-7213; [lwillwy@stephens.edu](mailto:lwillwy@stephens.edu)

Title IX Coordinator: Alexandra Bryan, Stamper 202; Campus Box 2033; (573) 876-7230;  
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