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POLICY ON DEPARTMENTAL RELATIONSHIPS

Policy: The Supervisory Relationship

Supervisor and instructor relationships should be collegial and professional to help supervisees and students grow intellectually and provide them with the training and resources necessary to perform high-quality work in a fair and professional atmosphere. Given the power imbalance within the academy, our department agrees that any romantic or sexual relationship (perceived consensual or otherwise) between a supervisor or instructor (faculty or graduate teaching assistant) and supervisee or student with a direct reporting relationship¹ is inappropriate. For the benefit of all involved, all such relationships must be disclosed in writing to the current Department Head or Dean and the supervisor must withdraw completely from all supervisory and professional duties related to the student or staff member.

¹This encompasses any situation where one party has direct power over another, such as grading, performance evaluation, or assignment of duties. It includes faculty members and students in their classes, or students or staff working or volunteering for them. It also encompasses sessional instructors or graduate TAs and the students in their classes or labs.