

NEW COLLEGE POLICY CONCERNING RELATIONSHIPS BETWEEN STUDENTS AND STAFF

1. This policy concerns consensual relationships. Sexual harassment is dealt with under ~~College's~~ Code of Practice on Harassment which is available here

have and is not likely to have responsibility for a student, staff are strongly encouraged to be cautious before embarking on any sexual, romantic, or close personal relationship with any student. Such relationships may give rise to complaints or concerns rooted in real or perceived inequalities of power, accusations of bias, favouritism or exploitation, adverse effects where a student becomes practically or emotionally dependent on a member of staff, and questions about the nature of consent. The risks of such complaints are likely to be heightened where there is a significant age difference between the staff member and the student; where the student is taking their first degree; and/or where the student is particularly vulnerable. Staff should consider whether such a relationship should be declared to a Senior Tutor or the Human Resources Manager.

Information-sharing

9. The College reserves the right to share information about any relationships falling within the scope of this policy with the University, another College, or any public or regulatory authority where it is appropriate and necessary to do so for a legitimate reason including without limitation the protection of student welfare, compliance with any regulatory or legal obligation, or protection of the reputation of the College.

Breaches

10. Breaches of this policy constitute misconduct which may result in disciplinary action up to and including dismissal.