

Power-Based Sexual Misconduct: Guidance and Support for Employees

Many students are at a stage in their development when they may be particularly vulnerable to the influence of employees who are in positions where they can affect the terms and conditions of a student's standing at the College. Even if a student apparently consents to a romantic relationship with an employee, the existence of such a relationship could have unintended adverse effects on both the student and the educational environment of the College. In some cases such a relationship can end unhappily or become problematic, resulting in charges of sexual harassment, and even physical or psychological abuse.

As employees typically have greater power and influence over students, it is also the responsibility of employees to comply with this policy. For example, the fact that a student allegedly approached an employee for a sexual and/or romantic interaction is not a defense for a violation of this policy. If approached by a student for sexual and/or romantic relations, employees should...

- Not panic. It's normal and healthy for human beings to experience romantic and/or sexual attraction to one another- even students!
- Calmly decline the students offer in a manner comfortable to the employee.
- Explain to the student that Antioch College has a "Power-Based Sexual Misconduct" Policy that strictly prohibits sexual and/or romantic interactions with students.
- Report the behavior to the Title IX Coordinator immediately if the behavior persists after the student is told about the policy. **Employees are not penalized for reporting romantic and/or sexual advances by students that were not reciprocated by the employee.**

Employees are encouraged to exercise appropriate standards of conduct and professionalism when interacting with students. While not monitored under this policy, employees are encouraged to consider implementing standards of conduct and professionalism with students, such as one or more of the following:

- Ask a student for their correct pronouns, and make a good-faith effort to use them; try practicing the student's pronouns in conversation with other employees
- Avoid commenting on a student's body when giving praise; try focusing on their personality or academic achievements instead
- Avoid giving gifts to students that may be perceived as romantic or extravagant
- Avoid living with a student when the student is not a dependent of the employee
- Develop appropriate boundaries when engaging with students on social media platforms



- Exercise caution when asking that a student perform services beyond the conditions of work assignments (i.e. child care, business transactions)
- Treat all students equitably. This doesn't just refer to discrimination, but also favoritism. Learn to identify and challenge your own implicit biases.

For additional questions about this policy or support in navigating healthy relationships with students, review the Power Based Sexual Misconduct policy on the Antioch College website at

<https://drive.google.com/file/d/159eBFNgaSTjulhOfX--2j1H2eXjJtbsD/view> or contact the Title IX Coordinator Bailey Johnson at bjohnson@antiochcollege.edu or titleix@antiochcollege.edu