

# Power-Based Sexual Misconduct (Formerly Non-Fraternization)



<b>Policy Number:</b> 02.007 <b>Faculty Handbook:</b> XXI.B	<b>Responsible Office:</b> Title IX	<b>Governing Body:</b> College Council	<b>Last Review Date:</b> March 1st, 2023
<b>Scope:</b> This policy applies to interactions between current Antioch College students and employees (staff and faculty) that are of a romantic or sexual nature.			

## I. Purpose and Rationale

Antioch’s policy on sexual misconduct supports Antioch’s mission to foster a living and working community that is free from violence, harassment, and discrimination. It further fulfills Antioch’s commitment to “foster a community of trust and practice of affirmative consent” first introduced in the Sexual Offense Prevention Policy (SOPP). Antioch College is committed to providing its students with an educational environment conducive to learning. Antioch considers all students, staff, and faculty to be mature adults capable of making their own decisions. However, the faculty/staff-student relationship inherently involves disproportionate power and influence on one side and is thus vulnerable to abuse. Sexual and/or romantic interactions between a faculty or staff member and a student not only exploit this imbalance but also distort and inhibit the learning environment.

It is the agreement of the Antioch College community that sexual or romantic interactions between Antioch College faculty or staff members and Antioch College students are unacceptable and constitute professional misconduct. Faculty and staff members are strictly prohibited from dating, pursuing to date, or pursuing or having romantic or sexual interactions with students. Please note that this list is not exhaustive and that other forms of conduct may result in a violation of this policy. This policy promotes the educational goals of the College and aims to avoid misunderstandings, supervision problems, complaints of favoritism, morale problems, questions regarding academic achievement, and sexual harassment claims.

## II. Process and Enforcement

The process for adjudicating employees who are in violation of this policy may be referred to in Appendix D of the Sexual Harassment and Discrimination Policy. College employees who are found to be in violation of this policy will be subject to appropriate disciplinary procedures, up to and including termination of employment.

## III. Pre-Existing Relationships

College employees who are engaged in a romantic and/or sexual relationship with a student prior to employment at Antioch, or College employees who are engaged in a romantic and/or sexual relationship with a student prior to their enrollment at Antioch, are exempt from violating this policy. Employees are required to disclose these prior relationships to the Title IX Coordinator and/or Human Resources at the time of employment/enrollment.

#### **IV. Reporting**

Antioch College community members should report violations of this policy to the Title IX Coordinator. This report can be made verbally, by phone, by email, or via the Title IX and sexual misconduct reporting form at

<https://antiochcollege.edu/campus-life/sexual-offense-prevention-policy-title-ix/report-form/>

#### **V. Support**

Complainants who report violations of this policy have the right to interim and supportive measures laid out in the Sexual Harassment and Discrimination Policy. Refer to this policy for additional information about interim and supportive measures.

Complainants who report violations of this policy may also identify as victims of sexual assault. Sexual assault is a crime and victims have a right to report to appropriate law enforcement agencies. For assistance identifying and submitting a report to law enforcement, victims are encouraged to reach out to the Title IX Coordinator.

For additional information and guidance for employees about this policy and the Sexual Harassment and Discrimination Policy, visit the Antioch College website at <https://antiochcollege.edu/campus-life/sexual-offense-prevention-policy-title-ix/>

*Related Policies:* Sexual Harassment and Discrimination Policy