CONSENSUAL RELATIONSHIPS

Purpose

1.1 Equal Employment Opportunity ("EEO"): UNMC promotes equal educational and employment opportunities in the academic and work environment. UNMC does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.

1.2 Harassment: UNMC promotes a productive academic and work environment which prohibits harassment based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.

Scope

2.1 This policy is applicable to all UNMC students, and employees to include Office/Service, Managerial/Professional, Faculty, and Other Academic positions.

Basis of the Policy

3.1 Equal Employment Opportunity: "Employees on each campus of the University of Nebraska shall be employed and equitably treated in regard to the terms and conditions of their employment without regard to individual characteristics other than qualifications for employment, quality of performance of duties, and conduct in regard to their employment in accord with University policies and rules and applicable law."

3.2 Harassment: UNMC reaffirms that all women and men – administrators, faculty, staff, students, patients, and visitors – are to be treated fairly and equally with dignity and respect. Any form of discrimination, including sexual harassment or harassment on the basis of a person's protected status, is prohibited.

Authorities and Administration

4.1 The UNMC Human Resources' Division Director of Employee Relations is responsible for the administration, implementation, and maintenance of the Consensual Relationships Policy at the campus level in consultation with the Assistant Vice Chancellor for Business and Finance Executive Director of Human Resources and the Vice Chancellor for Business and Finance.

Policy

5.1 The respect and trust afforded between a supervisor and an employee should be the foundation for a relationship characterized by the utmost in professionalism. It shall not be the policy of the University of Nebraska Medical Center (UNMC) to specifically prohibit relationships between individuals where a professional difference in relative authority exists. However, it is the policy of UNMC to discourage consenting sexual or romantic relationships between a supervisor and an employee, or others in the workplace, especially where a difference in authority exists. One who enters into a sexual or romantic relationship with a subordinate must realize that when a difference in authority exists within a relationship and a charge of sexual harassment is subsequently lodged, it may be difficult to prove immunity on grounds of mutual consent. Should an intimate or romantic relationship develop, the supervisor bears the special burden of accountability, including the responsibility to make suitable arrangements for the objective evaluation of the employee. This may include recusal, which is the voluntary relinquishment of the supervisor role and authority.

Notice of Non-Discrimination

Please see UNMC's Notice of Non-Discrimination (http://www.unmc.edu/titleix/notice-nondiscrimination.html) regarding the University of Nebraska Medical Center's commitment to creating a diverse and inclusive working and learning environment free from discrimination and harassment.

Additional Information

• Contact Human Resources, Employee Relations, 402-559-7394.