

# APPENDIX B

## WHITWORTH UNIVERSITY OFFICE OF HUMAN RESOURCES

### Consensual Relationship Statement

April 1, 1998

A consensual romantic or sexual relationship between individuals where a power differential exists is a violation of the university's standard of professional conduct.

Members of our campus community should realize that, if a charge of sexual harassment is subsequently lodged; it will be exceedingly difficult to prove immunity on grounds of mutual consent. The university shall be expected to be unsympathetic to a defense based on consent when the facts establish that a professional power differential existed within the relationship.

It is possible that faculty members or employees may enter into a consensual relationship with one another where no power differential exists. Subsequently, due to appointment or election to a committee or to a job promotion they may find themselves in a situation where a power differential exists. The university will expect the individual in the power position to remove themselves from any deliberation, influence, or decision related to the other party.

Approved 5-1-98