

Effective Date: July 1, 2011

Retired:

Revised:

Approved by: WAYNE J. RILEY, M.D., MPH, MBA, MACP, PRESIDENT AND CEO

Subject: Institutional – Amorous Relationships Policy

PURPOSE:

Meharry Medical College is committed to maintaining an environment in which learning takes place in a professional atmosphere of mutual respect and trust. Amorous relationships that occur in the context of educational or employment supervision and evaluation between a student and a faculty member, or any other Meharry employee who has educational responsibility over the student, or supervisor and subordinate undermine professionalism and are disruptive to the educational and work environment. Ultimately, amorous relationships hinder the fulfillment of the College's educational mission.

POLICY STATEMENT:

Meharry Medical College is committed to maintaining an environment in which learning takes place in a professional atmosphere of mutual respect and trust. Amorous relationships can develop within the College community between faculty, students and staff.

The disparity of power between persons involved in amorous relationships between a student and a faculty member, or any other Meharry College employee who has educational responsibility over the student, supervisor and subordinate, or senior and junior colleagues in the same department or unit makes them susceptible to exploitation. Amorous relationships that occur in the context of educational or employment supervision and evaluation between a student and a faculty member, or any other Meharry employee who has educational responsibility over the student, or supervisor and subordinate undermine professionalism and hinder the fulfillment of the College's mission. Relationships between faculty and students are particularly susceptible to exploitation. The respect and trust accorded a member of the faculty by a student, as well as the power exercised by faculty in giving grades, approvals, or recommendations for future study and employment, make voluntary consent by the student suspect.

Those who abuse their power in the context of an amorous relationship where there is educational or employment supervision and evaluation violate their duty to the College community. Voluntary consent by the student or subordinate in a romantic or