



1. Consensual Relations with Students Policy

2. Contact information

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3. Where



### Exceptions

Employees in a romantic or sexual relationship with a student at time of hire will not be required to terminate it, but faculty must disclose the relationship to the Dean of the Faculty, and staff must disclose the relationship to the Office of Human Resources. Employees in this situation must agree to refrain from supervising or serving in a position that directly impacts the student.

Student workers who are in a romantic or sexual relationship with another student over whom authority is exercised as a part of work must disclose the situation to their supervisor and recuse themselves from decisions about the fellow student worker, as appropriate. Student workers should familiarize themselves with this policy and seek to uphold the culture of trust and respect that prevails at Hamilton.

### The Authority of Faculty and Staff

Faculty and staff members possess an authority over students, which, if inappropriately used, may be harmful to the atmosphere of respect upon which the community and classroom rely. The esteem and trust accorded by students to them, as well as the influence exercised by faculty in assigning grades, awarding honors and fellowships, providing academic advice, evaluations, and recommendations, greatly diminish the student's freedom of choice. This power differential varies by the individuals involved, but it always exists.

### Consent

Given this power differential, romantic and sexual relationships between students and faculty and staff of the College put understanding of consent into question. It is often difficult for a student to be certain of the motives of an employee. It is also difficult for a person in a position of authority to be certain that a student's consent is genuine, rather than motivated by an unspoken concern of the consequences.