

Policy on Employee-Student Relationship

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Policy Author	University Council
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Policy on Employee-Student Relationship

POLICY

This policy and its procedures are to ensure that faculty and students are aware of and understand the importance of what constitutes an appropriate and inappropriate relationship between YU employees and students. It also outlines procedures for ensuring compliance with university regulations. This policy is intended to promote a friendly, yet professional YU working environment.

Introduction

The relationship between faculty/staff and students should be friendly and, yet, professional. The employee must always remember that there should be some distance between employees and students, regardless of the level of personal comfort. In order to avoid misunderstandings and, perhaps, the appearance of WASTA, faculty/staff should not establish personal relationship with YU students outside of their YU official duties. It is recognized that pre-existing friendships, family relationships, and other unavoidable circumstances where faculty/staff and employees will meet outside of the official University circumstances may occur, however, they should be avoided when possible while the student still is enrolled at YU.

Policy

First, YU strongly discourages faculty members from putting themselves into WASTA situations with students either by accepting gifts from students (beyond maybe a birthday card) or establishing a personal relationship with students and their families (by going to students' homes for dinner or going out privately with students... or even in groups on a regular basis. Faculty should not provide private tutoring (free or for pay) unless they first receive written permission from the Office of the Vice President of Academic Affairs.

Secondly, all employees should treat all students with respect (and have a right to expect respectful behavior from all students), regardless of a student's race, religion, gender, national origin, family connections, social status or other academically irrelevant criteria. As such, all faculty and students should follow the same policies, procedures (rules and regulations) without regard to a student's social status, family connections, race, religion, nationality, etc. Any faculty member who is receiving outside pressure from student's parents or other individuals seeking

exceptions should let either the President, VPAA, Dean of the College of Women or Director of Human Resources know about any such pressure.

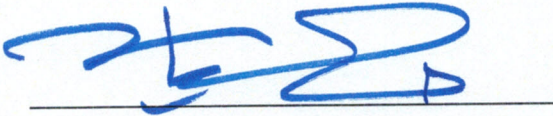
Finally, when exceptions are made at a student's request, before an exception is made, the faculty/staff member should be sure that s/he would grant the exception for any similar requests (and not because the request is coming from someone that the faculty/staff member likes or does not like).

Exception

The University-Council reserves the right to decide any situation/ circumstances outside the conditions stated in this policy

Authorization

The policy was authorized by:



University President

18-12-2024

Date