



member). Failure to comply with this requirement is a violation of this policy, for which the person with more power or authority in the relationship may be subject to disciplinary action.

Consensual Romantic or Sexual Relationships Between Faculty and Students, Staff Members and Students, or Coaches and Students

No faculty, staff member or coach shall enter into or maintain a romantic or sexual relationship with a Lake Forest College student, regardless of whether there is a supervisory or evaluative relationship between them and regardless of whether the individuals involved believe the relationship is consensual. There is an unacceptable, inherent risk of coercion in such a relationship due to the inevitable, substantial difference in institutional power between a student and a faculty member, staff member, or coach. Even absent any supervisory or evaluative authority, this risk exists and could lead to conflicts of interest because (i) the influence of a faculty member, staff member, or coach extends beyond a classroom, department, or team, and (ii) there is an ongoing possibility that the faculty member, staff member, or coach may be placed in a position of power over the student. This paragraph does not apply to the spouse or domestic partner of a faculty member, staff member, or coach who becomes a student at Lake Forest College. In such situations, the College policy on the employment or evaluation of relatives applies.