

SPST Policy: CCP 15

Consensual Romantic or Sexual Relationships

Adopted: 6/30/2015

Updated: 6/30/2015

1. Consent is defined in SPST Policy CCP 16. Its provisions determine the use of “consent” or “consensual” relationships in this policy.
2. Although close personal relationships may exist or develop between members of the Saint Paul Community, including but not limited to consensual romantic relationships, appropriate limitations on such relationships are to be observed as follows.
 - Romantic or sexual attention by any adult toward any minor child is absolutely prohibited. Any sexual abuse of a child will be reported according to applicable laws.
 - Unsolicited, non-consensual, or coercive romantic or sexual attention between or among adults is strictly prohibited in all circumstances as detailed in the Policy Prohibiting Harassment/Intimidation.
 - Any sexual relationships between or among adults are prohibited when:
 - One party has power over the other party and/or is responsible for making decisions regarding the other party’s participation in/with the Saint Paul Community, such as directing, supervising, hiring, promoting, evaluating, grading, advancing, or developing the academic or employment experience of the other party to the behavior.
 - One party has a position of confidence, authority or spiritual guidance over the other party.
 - One party is a subordinate under the other party's supervisory line of authority.
 - One party is a faculty or staff member and the other is a student.
 - One party is a student in a contextual education ministry setting and the other is a congregant within the same ministry setting and they were not spouses or partners prior to being assigned to the ministry setting.
 - There is a potential for significant interference with either party’s work or academic performance or ability to conduct himself/herself in a professional manner.
 - A conflict of interest may be created by the relationship.
 - Other situations as determined.
2. Students may enter into and create relationships with other students that do not violate the criteria set forth above and/or do not otherwise adversely affect the Community environment.
3. Consensual romantic or sexual relationships between employees (administrators, faculty and staff) of Saint Paul School of Theology may be permissible if they are not otherwise prohibited by any criterion set forth above, and/or that would not otherwise adversely affect the Community environment.

4. All Community members – employees and students alike – should consider carefully the potential problems inherent in such relationships. At the earliest stage of a relationship between community members where there is a power differential, or the appearance of such, that may raise questions regarding its appropriateness, the persons involved shall disclose the relationship and dialogue with their supervisor and/or vice-president level administrator for guidance on appropriate precautions to protect the interests of all parties.

5. Failure to follow this policy may result in disciplinary action, up to and including dismissal from employment and/or the Saint Paul Community. Saint Paul representative(s) will address any incidents or situations that are reported to them using the tools and processes detailed in the sections Guidelines for Conflict Resolution, and Investigating Complaints of Serious Misconduct against Employees and Students Guidelines.