

PROHIBITED RELATIONSHIPS

A Guide for Employees and Students



The University of Regina recognizes that there are certain relationships with inherent power imbalances. The University prohibits sexual and/or Intimate relationships where an individual holds authority or influence over another's current or future academic activities, working conditions, career, academic advances, or athletic activities. These relationships include:

- FACULTY, OR TEACHING STAFF MEMBERS, OR EMETITI AND STUDENTS
- STAFF AND STUDENTS
- SPORT LEADERS OR ATHLETIC STAFF MEMBERS AND STUDENT ATHLETES
- SUPERVISORS AND SUBORDINATES, INCLUDING BUT NOT LIMITED TO STUDENTS IN POSITIONS OF AUTHORITY OVER OTHER STUDENTS.

These relationships can impact ones ability to give or withhold consent, along with a risk of bias, coercion and/ or actual or percieved conflict of interest.

Intimate or Sexual Relationship: A relationship involving emotional intimacy, romantic involvement, or sexual activity, whether brief or ongoing.

Conflict of Interest: a conflict, real or perceived, between a member's personal interests and the member's responsibilities and obligations to the University to the extent that an impartial observer might reasonably question whether the member's actions or decisions are influenced by that personal interest.

Personal interest: Relating to conflict of interest, this includes individual, private, or financial interest.

DISCLOSURE IS MANDATORY

Employees and committee members: A prohibited relationship must be disclosed to the individuals supervisor and those individuals must work with their supervisor to find a solution that eliminates or manages the conflict. The relationship must be addressed and permitted pursuant to the Conflict of Interest policy and procedures. A timely disclosure is expected.

In a relationship that involves an employee and student, it is the responsibility of the employee to disclose the relationship.

In a situation where an employee is not aware of the involvement the other individual has with the University (e.g., a sexual encounter with a student through a dating app), should be disclosed once the employee becomes aware of the individual's connection to the University.

A disclosure is recommended even if the employee does not:

1. Directly teach or supervise the student
2. Directly work with the employee

Students in positions of power over other students: The relationship shall be disclosed to the appropriate managing authority to mitigate, which may include but is not limited to club executives, faculty advisors, or designated supervisory staff relevant to the position of power held. This disclosure is required to address potential conflict of interest and protect the well-being of members.

REPORTING A PROHIBITED RELATIONSHIP AND/OR SEXUAL VIOLENCE

Reporting Options:

- Disclosure but no further action. Those who have made a disclosure but do not wish to pursue any further action are nonetheless entitled to access University supports and services.
- The individual may file a report. A report to the University can result in an investigation, interim measures and possible disciplinary action.
- The individual may file a report and report the incident to the police. A report to the University can result in an investigation, interim measures and possible disciplinary action. A report to the police may result in a criminal investigation and criminal charges being laid.
- The individual may only report the incident to the police. A report to the police may result in a criminal investigation and criminal charges being laid.

Protection from retaliation: The University acknowledges that concerns about retaliation may discourage individuals from reporting relationships where a power imbalance exists. Retaliation, or the threat of retaliation or reprisal, against anyone involved in an investigation of a prohibited relationship will not be tolerated and may lead to discipline or other appropriate action.

EMPLOYEE BEHAVIOUR

Individuals must be mindful that some behaviour may be perceived differently than it is intended. Examples include:

- Inviting an individual student to have dinner off campus with you.
- Commenting on a colleague's or student's appearance or clothing.
- Inviting an individual student to your home.
- Physical contact with a colleague or student.
- Asking a colleague or student personal questions regarding their relationships.

These behaviours may lead the individual to feel uncomfortable and question the employee's intent. Individuals should periodically reflect on their relationships to ensure that professional boundaries are consistently upheld.

TIPS TO MAINTAINING PROFESSIONAL RELATIONSHIPS

- Do not physically touch a student or colleague.
- Communicate your boundaries. If someone crosses that boundary, reinforce your expectations.
- Avoid starting and/or engaging in conversations that discuss someone's relationships or sexual history.
- If a student speaks to you about a personal matter, be supportive but avoid taking the role of a friend or counsellor. Refer to professional support, as appropriate.
- Maintain appropriate communication channels such as through your University E-mail, UR Courses, or Microsoft Teams.
- Do not share personal or intimate details about your own life that could shift your relationship away from professional.
- Avoid following or interacting with students on personal social media accounts.

SUPPORT

Refer to the relevant policies (listed below), consult supervisors, or contact Respectful University Services and/or the Sexual Violence Prevention & Response Office if a situation feels unclear or boundaries may be at risk.

Respectful University Services



respect@uregina.ca



306-585-5400

Sexual Violence Prevention & Response



sexual.violence.response
@uregina.ca



306-337-3149