

Title: Faculty-Student Consensual Relationships Policy

Policy Owner: Office of Academic and Student Affairs

Contact Information: Room 3D09
student.affairs@tianjinjuilliard.edu.cn

Applies to: All Tianjin Juilliard faculty and all Graduate students and Public Education, Continuing Education, and Pre-College students

Effective Date: September 17, 2020

The faculty-student relationship is at the foundation of The Tianjin Juilliard School ("**School**" or "**Tianjin Juilliard**")'s educational mission. This relationship vests considerable trust in the faculty member as a teacher, mentor, and evaluator. The unequal power inherent in this relationship heightens the vulnerability of the student and the potential for coercion. Sexual or amorous relationships between faculty and students jeopardize the integrity of the educational process by creating an inherent conflict of interest for faculty; and, in addition, may impair the learning environment for other students as well as expose Tianjin Juilliard and the faculty member to potential liability for violation of laws against sexual harassment and sex discrimination.

Therefore, it is the policy of Tianjin Juilliard that no faculty member shall have an amorous or sexual relationship with any student while that student is enrolled in any program at the School. Violations of this Policy by a faculty member will lead to disciplinary action including the possibility of termination.

Extra precautions are warranted to maintain a safe and comfortable environment for underage (18 and under) children participating in Tianjin Juilliard programs. Any faculty member teaching underage students is required to familiarize him/herself and abide by the School's 'Working with Minors Policy' and applicable professional ethical code for faculties.

For purposes of this Policy, "faculty" or "faculty member" includes all employees providing academic and/or artistic instruction, as well as academic/artistic administrators serving in positions such as Associate Dean, Assistant Dean and Artistic Director. Additionally, it includes non-student members of the Tianjin Juilliard community who have authority over students, mentoring relationships with students, or provide academic support to students, including supervisors of student employees, advisors to student organizations, resident assistants, The Tianjin Juilliard staff accompanists as well as others who advise, mentor, or evaluate students.

"Students" refers to those enrolled in any Tianjin Juilliard educational program or other Tianjin Juilliard activity.

Graduate students serving as student tutors, residential advisors or in similar institutional roles are required to disclose promptly to the Associate Dean of Academic and Student Affairs any

sexual relationships with enrolled students in order to avoid jeopardizing the integrity of the educational process.

Additional Guidance

Faculty or students with questions about either of these policies are advised to consult with the Associate Dean of Academic and Student Affairs, Director of Human Resources, the Artistic Director and Dean, or one of their designees. Students or other members of the community may lodge a formal or informal complaint regarding an alleged violation of this Policy with The Associate Dean of Academic and Student Affairs or the Director of Human Resources.