

Title: 文件名:	Faculty-Student Consensual Relationships Policy 师生关系政策
Policy Owner: 政策所有者:	Office of Academic and Student Affairs 学术及学生事务办公室
Contact Information:	Associate Dean of Academic and Student Affairs Room 3D09 asa@tianjinjuilliard.edu.cn
联系方式:	学术及学生事务办公室 3D09 室 asa@tianjinjuilliard.edu.cn
Applies to: 适用于:	All Tianjin Juilliard faculty, all Graduate students and Public Education, Continuing Education, and Pre-College students 天津茱莉亚学院全体教师、研究生、公共教育、继续教育及预科学生
Effective Date: 生效日期:	September 17, 2020 2020 年 9 月 17 日

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.

师生关系是天津茱莉亚学院（以下简称“学院”或“天津茱莉亚”）教育使命的基础。教师作为育人者、导师及评价者在这种关系中被赋予了相当大的信任。这种不平等的关系使学生愈加处于弱势地位并更容易被胁迫。对教师而言，师生之间性关系或恋爱关系将与教师内在利益相冲突，从而损害教育过程之纯粹；此外，此类关系也会不可避免地处于同一教育环境中的其他学生产生负面影响，天津茱莉亚及涉事教师也可能因违反反性骚扰和性别歧视法而承担责任。

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.

因此，根据天津茱莉亚学院政策，在学生就读于学院任何项目期间，任何教师不得与学生发生性关系。教师若违反本政策将受到纪律处分，包括可能被解雇。

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.

为确保参加天津茱莉亚项目的未成年人（18岁及以下）有一个安全舒适的环境，我们有必要采取额外预防措施。任何教授未成年学生的教师都必须熟悉并遵守学院“与未成年人工作政策”和适用于教师职业的道德准则。

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. 就本政策而言，“教师”或“教员”包括提供学术/艺术指导的所有员工，以及担任副院长、助理院长和艺术总监等职务的学术/艺术行政管理人员。此外，它还包括天津茱莉亚的非学生成员，即那些对学生有管理权，与学生存在指导关系，或为学生提供学术支持的人，包括学生雇员主管，学生组织顾问，常驻助理，天津茱莉亚学院钢琴伴奏教师以及其他为学生提供建议、指导或评估的人。

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

“学生”指就读于天津茱莉亚教育项目或参加天津茱莉亚其他活动的学生。

Graduate students serving as student tutors, Resident Assistants 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.

担任学生助教、公寓学生助理或类似学院职务的研究生必须及时向学术及学生事务总监揭露任何存在的与在校学生的性关系，以维护教育过程之存粹。

Additional Guidance

补充说明

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.

如对上述政策有任何疑问，请向学术及学生事务总监、人力资源总监、艺术总监及学术院长或其指定人员进行咨询。学生或其他成员可就违反本政策的行为向学术及学生事务总监或人力资源总监提出正式或非正式投诉。