

Title: Policy on Relationships between Staff Members
文件名: 员工间关系政策

Policy Owner: Office of the Human Resources
政策所有者 : 人力资源办公室

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Applies to: All Tianjin Juilliard Staff
适用于 : 天津茱莉亚学院全体员工

Effective Date: September 1, 2020
生效日期 : 2020 年 9 月 1 日

Staff members are expected to avoid romantic or sexual relationships with employees for whom they have or in the future might reasonably expect to have supervisory or reporting responsibilities. Under no circumstances can a supervisor directly supervise or evaluate any employee with whom he or she has or had a romantic or sexual relationship. If such a relationship exists or develops, the supervisor and employee must promptly disclose it to the Director of Human Resources. Arrangements, which may include reassignment of duties, will be made to address any issue of conflict of interest.

员工应避免同有或将来可能有直接上下级或汇报关系的同事发生办公室恋情或性关系。主管人员任何情况下皆不得直接对同其保持恋人关系或性关系的员工进行监督或评估。若该关系持续存在或进一步发展，相关主管人员及员工需向人力资源总监进行披露。后者将进行妥当安排以避免可能出现的利益冲突，如重新指派工作等。

In addition, staff who have authority over, or mentoring relationships with, students, including supervisors of student employees, and advisors to student organizations, are subject to the provisions of the Policy on Faculty-Student Consensual Relationships, which can be found on the Policies & Consumer Information page of the Tianjin Juilliard School website.

此外，有权管理学生或与学生建立师生关系的员工，包括学生员工主管及学生组织顾问等，均应遵守《师生关系政策》相关规定。该政策可在天津茱莉亚学院网站政策&消费者信息页面找到。

Violations of this policy will normally lead to disciplinary action, up to and including termination of employment. Individuals with questions about this policy are encouraged to speak with the Director of Human Resources.

违反此政策通常会导导致纪律处分，最严重者可导致雇佣关系终止。如对本政策有任何疑问，请联系人力资源总监。