

THE JUILLIARD INTIMATE RELATIONSHIP POLICY

Issued By: The Office of the President

Responsible Party: The Office of Bias Response and Title IX

Date Issued: September 18, 2023 ¹

I. The Purpose of This Policy

The purpose of this policy is to address intimate relationships between: (1) faculty, staff, and students; (2) faculty; (3) staff; and (4) faculty and staff. “Intimate relationships” are defined as romantic, sexual, or dating relationships.

II. To Whom This Policy Applies

This policy applies to all faculty, staff, and students.

III. Intimate Relationships With Students

A. Intimate Relationships Between Faculty and Students

The faculty-student relationship is at the foundation of The Juilliard School’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. The pedagogical relationship between faculty and student must be protected from influences or activities that can interfere with learning, artistic development, and career opportunities. Therefore, to preserve the foundation of trust, impartiality, and integrity in a faculty-student relationship, no faculty member shall have an intimate relationship with a student in any division.

B. Intimate Relationships Between Staff and Students

There are staff positions which have broad authority or influence over students and their Juilliard experience, such as senior leadership, deans, career counselors, and those in a counseling capacity. There could also be instances where a staff member may have actual or apparent authority or influence over students in the future. Therefore, to avoid conflict and the potential for the abuse of authority, no staff member shall have an intimate relationship with a student in any division.

IV. Intimate Relationships Between Faculty and Staff

Intimate relationships between: (1) faculty members; (2) staff members; and (3) faculty and staff members must be disclosed, especially if there is an unequal power dynamic due to stature or supervisory responsibilities. Even co-workers and colleagues who were in pre-existing intimate relationships prior to one or both of them becoming employed by Juilliard must disclose, especially if there is the possibility that these individuals may enter into a relationship of influence, power, or authority in the workplace. There are also situations where, although there may not be direct supervisory authority, one person may be evaluating, coaching, advising,

¹ This policy replaces the previously issued Juilliard Consensual Relationship Policy

training, or educating the other which creates actual or apparent authority. Such relationships could have the potential for creating conflicts of interest, coercion, and affect the integrity of the operations of The Juilliard School. They can create the perception of favoritism, preferential treatment, and an intimidating environment. They can also present sexual harassment concerns. By reporting such relationships, it can be determined, considering the individual circumstances, whether to: (1) prohibit the relationship; (2) discontinue the relationship of authority; (3) curtail indirect authority; (4) set conditions to eliminate the appearance of conflicts of interest, bias, abuse of authority; or (5) grant an exception in qualifying circumstances; and take any other action deemed necessary to protect the integrity of The Juilliard School.

The duty of disclosure shall be ongoing, including if the relationship no longer exists.

V. To Whom Disclosures Should Be Made

Anyone who is involved in or aware of an intimate relationship between *a faculty or staff member and a student* must report the relationship immediately to Rodney Pepe-Souvenir, the Title IX Coordinator, at (347) 924-0100 or rodney.pepe-souven@juilliard.edu.

Faculty members must disclose intimate relationships with other faculty or staff to the Provost Adam Meyer at ameyer@juilliard.edu.

Staff members must disclose intimate relationships with other staff or faculty members to the Director of Human Resources, Jessica Rothbart, at Jessica.rothbart@juilliard.edu.

VI. Violations of this Policy

Violations of this policy by faculty and staff members will result in disciplinary action in accordance with the appropriate disciplinary process. Furthermore, since violation of this policy may expose The Juilliard School and the faculty and staff members to liability for the violation of laws against sexual misconduct and gender discrimination, faculty and staff members who violate this policy may not be indemnified in the event a claim for sexual misconduct and/or gender discrimination results in a judgment against them.

VII. Where to Seek Guidance or Report Violations

Anyone with questions about this policy or who want to report a policy violation should contact Rodney Pepe-Souvenir, the Title IX Coordinator, at (347) 924-0100 or rodney.pepe-souven@juilliard.edu or consult the B-TIX webpage at [Bias Response and Title IX Office | The Juilliard School](#).

VIII. Disclaimer

This Policy does not form a contract or agreement of any kind. It may be altered, modified, or rescinded at the discretion of The Juilliard School.

