

# Juilliard

<b>Title:</b>	Policy on Faculty-Student Consensual Relationships
<b>Policy Owner:</b>	Senior Director of Bias Response and Title IX Coordinator
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<b>Applies to:</b>	Juilliard faculty and students, excluding Pre-College, MAP, and Evening Division
<b>Effective Date:</b>	Updated April 28, 2023

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.

## Undergraduate Student Policy

Undergraduate students are particularly vulnerable to the unequal power inherent in the teacher-student relationship and the potential for coercion. Therefore, no faculty member shall have an amorous or sexual relationship with any undergraduate student. **Violations of this policy by a faculty member will lead to disciplinary action.**

## Graduate Student Policy

Faculty members are discouraged from having sexual relationships with graduate students. Moreover, whenever a faculty member is or in the future might reasonably become responsible for teaching, advising, or directly supervising a graduate student, a sexual relationship between them is inappropriate and must be avoided. In addition to creating the potential for coercion, any such relationship jeopardizes the integrity of the educational process by creating a conflict of interest and may impair the learning environment for other students. Finally, such situations may expose The Juilliard School and the faculty member to liability for violation of laws against sexual harassment and sex discrimination.

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Any relationship between a faculty member and a graduate student, regardless of the circumstances, must be disclosed immediately by the faculty member to the Provost. Failure to disclose may lead to disciplinary action.

## Additional Guidance

Faculty or students with questions about this policy are advised to consult with the Title IX Coordinator, the Director of Human Resources, the Provost, 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 Title IX Coordinator.

For purposes of this policy:

“Direct supervision” includes the following activities: course teaching, lessons, grading, advising for a formal project such as a thesis or research, supervising other academic activities or recommending in an institutional capacity for admissions, employment, fellowships or awards.

“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 and assistant dean, artistic director and managing director. It also includes graduate students when they are serving as instructors, teaching fellows or in similar institutional roles. Additionally, it includes members of the 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, Juilliard staff accompanists, as well as others who advise, mentor, or evaluate students.

“Students” refers to those enrolled in any College Division program at The Juilliard School.