

Juilliard

Title: Policy on Relationships between Staff Members

Policy Owner: Human Resources

Contact Information: Room 231 Main Building
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Applies to: All Juilliard staff, including College, Pre-College, MAP and Evening Division

Effective Date: September 1, 2019

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.

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 Juilliard website.

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 or the Title IX Coordinator.