

## **Indiana University and Department of Radiology Consensual Relationships Policy**

Indiana University's and Radiology Department's educational mission is promoted by professionalism in faculty/house staff/ student/staff relationships. Professionalism is fostered by an atmosphere of mutual trust and respect. Actions of faculty or trainees that harm this atmosphere undermine professionalism and hinder fulfillment of this educational mission. Trust and respect are diminished when those in positions of authority abuse or appear to abuse their power. Those who abuse their power in such a context violate their duty to the University community.

Trainees and faculty exercise power over other trainees, faculty, students, and staff whether in providing praise or criticism, evaluations, recommendations for their further studies or future employment, or conferring other benefits. All amorous or sexual relationships among faculty, trainees, between faculty/trainees and students, or faculty/trainees and personnel staff are unacceptable when the faculty/trainee has any professional responsibilities for the other. Such situations greatly increase the possibility that faculty/trainee may abuse power and this abuse may lead to sexual exploitation. Voluntary consent by the other in such a relationship is suspect, given the fundamental asymmetric nature of the relationship. Moreover, other Faculty, trainees, students, and staff may be affected by such unprofessional behavior because it places the faculty/trainee in a position to favor or advance one person's interest at the expense of others and implicitly makes obtaining benefits contingent on amorous or sexual favors. Therefore, the University and the Radiology Department will view such relationships as a violation of this policy if faculty/trainee engage in amorous or sexual relations with other faculty/trainees, students, or staff for whom they have professional responsibility even when both parties have consented or appear to have consented to the relationship. Should a faculty/trainee find him/herself in a supervisory relationship with someone he/she has already had a relationship with, he/she should notify his/her supervisor immediately and ask for reassignment.

Any concerned person may initiate complaints about alleged violations of this policy. Such complaints should be brought to the attention of the department chair, program director, or Director of Graduate Medical Education or designee.

Sanctions appropriate to the offense will be applied by the Director of Graduate Medical Education or designee. Possible sanctions may include, but are not limited to, reprimand, consideration in promotion decisions, termination of employment, and immediate dismissal.

Trainees disciplined or terminated on grounds of violation of this policy shall have such rights as are provided by the "Procedures for Discipline and Termination of House Staff."