

**LEBANESE AMERICAN UNIVERSITY**  
**NON-FRATERNIZATION POLICY**  
Adopted by the Board of Trustees on March 27& 28, 2014

**Preamble:**

The Lebanese American University is committed to providing its faculty, staff, and students with a safe and trustworthy environment reigned by mutual respect. Therefore, the University is adopting this policy to safe-guard against fraternization between staff/faculty and other staff/faculty members, especially when one holds a supervisory position over the other, and between staff/faculty and students, especially when a staff/faculty member is a supervisor of a student.

**Policy Statement:**

The Lebanese American University holds its faculty and staff to its highest ethical and professional standards. To avoid favoritism and/or preferential treatment, relationships between individuals in inherently unequal positions is prohibited since they may undermine the real or perceived integrity of the supervision and evaluation process, and they may affect the trust inherent in the educational environment.

**Scope of Policy:**

The Lebanese American University considers it a violation of this policy for any staff or faculty member to make amorous advances or request sexual favors or engage in sexual conduct, consensual or otherwise, with a student or another staff/faculty member who is:

- Enrolled in a class taught by said staff/faculty member
- Receiving academic advising or mentoring from said staff/faculty member
- Working for or in the same office/department as said staff/faculty member
- Subject to any form of evaluation by said staff/faculty member

The above list is not exhaustive, and other situations of fraternization may also result in a violation of this policy.

**Definition of Fraternization:**

Fraternization is defined as a consensual romantic or sexual relationship between individuals who occupy different levels of authority at an institution. This occurs when one partner of higher status and/or power with explicit or implicit authority over the other, or with the power to reward

the other, misuses that power to entice that partner of lower status and/or power into an illicit relationship.

**Accountability:**

Where fraternization exists, the person of greater authority and/or power shall bear the burden of accountability and must:

- Notify his/her supervisor
- Recuse him/herself of any supervisory or evaluative function over the other person in the relationship

**Reports / Investigations / Sanctions:**

All Lebanese American University students, staff, and faculty, have an obligation to report on known fraternization. Reports, investigations, and sanctions of fraternization shall follow the same protocols and procedures outlined in the Harassment Policy.