



## Preceptors and Professional Relationships With Students

**As required by federal law:**

**The preceptor should maintain a professional relationship with the student and at all times adhere to appropriate professional boundaries.**

Definition of the Preceptor Role:

The preceptor is an integral part of the teaching program. Preceptors will serve as role models for the student and, through guidance and teaching, will help students advance their clinical skills and perfect their professional behavior.

The Preceptor-Student Relationship:

The preceptor should maintain a professional relationship with the student and, at all times, adhere to appropriate professional boundaries. Social activities and personal relationships outside of the professional learning environment should be appropriate and carefully selected so as not to put the student or preceptor in a compromising situation. Contact through web-based social networking sites (e.g., Facebook, Instagram) should be avoided until the student graduates. If the preceptor and student have an existing personal relationship prior to the start of the rotation, a professional relationship must be maintained at all times in the clinical setting. Please consult the Manager of Clinical Education regarding specific school or university policies regarding this issue.

**Under Title IX of the Education Amendments of 1972:**

***No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.***

Essentially, Title IX prohibits sex discrimination in educational institutions that receive federal funding. Supreme Court decisions and guidance from the U.S. Department of Education have given it a broad scope covering sexual misconduct, including sexual harassment and sexual violence. Under Title IX, schools are legally required to respond and remedy hostile educational environments and failure to do so is a violation that means a school could risk being subjected to an investigation by the Office of Civil Rights (OCR). Any complaints of sexual misconduct will be investigated by RVU as required by federal law.



## **Rocky Vista University**

### **Sexual Misconduct and Nondiscrimination Policy**

Rocky Vista University (the “University”) is committed to the principles of academic and professional excellence and to fostering a positive learning and working environment for its students and employees. Accordingly, the University does not discriminate on the basis of sex in the administration of, or in connection with, its educational and admission policies, scholarship and loan programs, or employment practices, and it is required by Title IX of the Educational Amendments of 1972 to not discriminate in such a manner.

It is the intent of the University to provide its employees and students with an environment free of sexual discrimination, sexual harassment, and sexual violence (collectively “sexual misconduct”), and to respond appropriately to reports of sexual misconduct. The civil and respectful treatment of one another is a foundation of our principles, and the University will not tolerate any form of sexual misconduct. Persons found responsible for sexual misconduct are subject to disciplinary measures, up to and including dismissal or termination, consistent with this Sexual Misconduct Policy and Investigation Procedures (“Policy”) and any other applicable disciplinary procedures.

Details may be found at:

<https://www.rvu.edu/about/title-ix/>

#### **Sexual Harassment Defined**

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- submission to or rejection of the conduct by an individual is used as a basis for academic or employment decisions affecting such individual, or
- conduct has the purpose or effect of unreasonably interfering with an individual’s academic or clinical performance or creating an intimidating, hostile, or offensive working environment.

Students should not be subjected to sexual harassment either directly or via a hostile work environment in any clinical or academic setting. Behaviors that have contributed to a hostile work environment have included (but are not limited to):

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- sexual flirtations, advances, propositions, or physical contact
- verbal or written comments, innuendos, gestures, glances, pictures, voicemail, e-mail, or jokes of a sexual nature or of a nature commonly considered offensive by individuals of a specific gender or sexual orientation
- references about an individual's body, sexual interests, or habits
- displays of sexually suggestive objects, posters, or pictures, etc.
- commenting on physical attributes
- using demeaning or inappropriate terms, such as "Babe, Sweetie, Honey, etc."
- granting academic or clinical favors to those who participate in consensual sexual activity
- using crude or offensive language

Sexual harassment also encompasses harassment of an individual that is based on the gender or sexual orientation of the individual. Conduct can be considered harassment regardless of the gender of the perpetrator or the person being harassed. It can also be considered harassment when it occurs without the intent to offend, or if it negatively impacts an observer of the conduct. Sexual harassment does not refer to academic curriculum content that is germane to the subject matter of the course and presented in a serious instructional manner.

Members of the University community who hold positions of authority are expected to maintain strictly professional relationships with their subordinates at all times. Positions of authority include but are not limited to: administrators in relation to students, preceptors in relation to students, and students in relation to patients. Relationships of an intimate personal nature, or of a sexual nature, should not occur.

**I have read, understand and agree to Rocky Vista University's Title IX and Sexual Misconduct Policy as stated above.**

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*Name Printed*

\_\_\_\_\_  
*Signature*

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*Date*

*Policy Date: November 12, 2019*

