

# 911PROGRAMS

## COURSE POLICY

Policy Title: **Relationships**

Scope : **All Students and Staff**

Date Policy Initiated: **October 15, 2009**

Latest Revision Date: **January 18, 2010**

### 1. PURPOSE & DEFINITION

- 1.1. It is the mission of 911Programs to provide an academic learning environment that is free from harassment and bias; to that end, it is necessary to address situations that might arise which could affect one or the other
- 1.2. Given the nature of medical work (long hours working very closely together, the stress and emotions that go with the job) it is not uncommon or unusual for romantic entanglements to occur among health care providers
- 1.3. When those entanglements involve a student and instructor (i.e. a person in a position of authority over a student), certain secondary implications arise

### 2. STUDENT-STUDENT RELATIONSHIPS

- 2.1. Students must work closely with one another throughout the course
- 2.2. There is limited ability to segregate students should there be a personal issue between two students
- 2.3. Because of the foregoing, students are cautioned to be careful of entering a romantic relationship with another student during the course of the Program
- 2.4. Should such a relationship occur and turn out badly, the Program will have little ability to offer an alternative (i.e. segregated) learning environment

### 3. INSTRUCTOR-STUDENT RELATIONSHIPS

- 3.1. Romantic relationships between instructors and students open the door (so to speak) to questions of bias (favoritism)
- 3.2. When known or visible to persons in the Program (students and instructors), a situation may occur that at best can be uncomfortable and at worse can seem inappropriate
- 3.3. Whether the relationship began before the course started or began as a result of the course, the following policy regulations apply
  - 3.3.1. If a pre-existing relationship (either current or prior) exists/existed between an applicant and a course instructor, both the student and the instructor are directed to inform the Program as soon as possible to allow the Program to evaluate whether or not the instructor can participate in the student's class and if so to what extent
  - 3.3.2. Since students are obligated to attend all training sessions, when segregation is necessary, it is the instructor who will be excluded from aspects of the Program that would affect the student
  - 3.3.3. Course instructors are expected to have the integrity to treat all students equally and fairly and to notify the Program when a conflict of interest is likely to or has occurred

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- 3.4. It is important to note that nothing in the course policy is meant to prohibit a naturally-occurring relationship between an instructor and student, however to protect the student from bias (either favorable or unfavorable) and the Program from allegations of improper conduct, it is necessary to discourage any activity or behavior which might be or construed to be detrimental to the proper teaching, evaluation, and testing of students
- 3.5. Should a relationship develop between an instructor and student during the course of the Program, the instructor (and student) are directed to inform the Program immediately; the instructor should then excuse him/herself from any future labs and testing
- 3.6. Instructors should keep in mind that if they are scheduled to teach a series of classes and he/she needs to withdraw from teaching because of a developing relationship, it might place a hardship upon the Program; the ethical and responsible thing to do is to wait until the course is over to pursue the relationship

#### **4. UNWANTED PURSUIT**

- 4.1. If at any time a student is the recipient of unwanted romantic pursuit by an instructor or another student, he/she is directed to contact the one of the Program administrators immediately
- 4.2. The Program will investigate the situation and make every effort to quietly and professionally address it