

RESIDENT HANDBOOK

SECTION IX: HUMAN RESOURCES

CONSENSUAL RELATIONSHIPS

INTRODUCTION

- I. As outlined in the University of Nevada, Las Vegas's [consensual relationships policy](#), Kirk Kerkorian School of Medicine at UNLV is committed to maintaining learning and work environments as free as possible from conflict of interest, exploitation, and favoritism.
- II. The supervisor-learner relationship represents a special circumstance because maintaining and protecting the integrity of this relationship is of fundamental importance to the central mission of the university.

POLICY

- I. In cases where one person uses a position of authority to induce another person to enter into a romantic and/or sexual relationship, the likely harm to the induced person and to the institution is clear.
- II. Even in cases where the relationship is deemed "consensual" by the involved parties, significant potential for harm remains when there is an institutional power differential between them.
- III. The existence of such relationships may cast doubt on the objectivity of any supervision and evaluation provided.
- IV. Even allegedly "consensual" relationships that occur in the context of educational supervision and evaluation can give rise to serious ethical concerns and present significant conflicts of interest.
- V. Therefore, it is the policy of the department of graduate medical education (GME) and UNLV/the school of medicine that individuals in a position of authority, defined as those who teach, evaluate, supervise, or advise learners, shall **not** engage in consensual relations with residents and/or fellows while in training.

Approved by Graduate Medical Education Committee April 2017