

CONSENSUAL RELATIONSHIPS

I. Introduction

1. As outlined in the University of Nevada – Las Vegas’s consensual relationships policy (<https://www.unlv.edu/hr/policies/consensual>), UNLV-SOM is committed to maintaining learning and work environments as free as possible from conflict of interest, exploitation, and favoritism.
2. 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.

II. Policy

1. 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.
2. 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.
3. The existence of such relationships may cast doubt on the objectivity of any supervision and evaluation provided.
4. 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.
5. Therefore, it is the policy of the Department of Graduate Medical Education and UNLV/UNLV-SOM 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 GMEC April 2017