**APR 25: Ethical Conflict and Policy 58**

**(Link to Policy 58:** [**http://www.wcu.edu/25325.asp**](http://www.wcu.edu/25325.asp)**)**

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If there is an ethical conflict (re: relationships between students and employees as defined in Policy 58) the following policy should be followed. From the Policy:

It is misconduct, subject to disciplinary action, for a University employee, incident to any instructional, research, administrative or other University employment responsibility or authority, to evaluate or supervise any enrolled student of the institution with whom he or she has an amorous relationship or to whom he or she is related by blood, law or marriage.

In determining a relationship that constitutes an ethical conflict all activities involving a person making judgments concerning things such as evaluating admission, learning, and/or employee skills , etc. are subject to this policy. If in doubt, the employee should discuss the circumstances with his/her direct supervisor who will in turn seek counsel as needed.

Courses: It is not permissible for an instructor of record to have in the course an enrolled student of the institution with whom he or she has an amorous relationship or to whom he or she is related by blood, law, or marriage. An alternate arrangement(s) will be made for the student ONLY if the course is a required course in his/her major/program. In the event the course is required and cannot be substituted with another course, an independent study may be recommended and taught by a designated instructor other than the party in conflict or the course may be reassigned to another professor. Request for this accommodation must be made by the student at the beginning (within first 5 weeks) of the semester prior to when the student is to take the course. The student involved will have to work with this/her advisor AND the department head to effect this arrangement. Any course accommodations made must be approved in writing by the Dean with a copy to the Associate Provost.

Advising: In the event that the conflict of interest involves the department head or program advisor, the student will be reassigned to a different advisor by the department head (when the conflict involves the program director) or the dean of the college (when the conflict involves the department head).

It is the responsibility of the faculty member to ensure that in all cases there is no ethical conflict. Faculty are required to report any actual or perceived conflict of interest to their supervisor.