Maharishi University of Management provides students with a positive and nurturing environment. The University recognizes the very positive benefits to be gained from student interaction with faculty and staff. These interactions are encouraged and supported when they are kept at a professional level and promote healthy social, emotional, and intellectual development. All faculty and staff are expected to maintain the highest standards of professional conduct in their relationships with students. The following fraternization policy has been adopted to ensure that the human and legal rights of students must be respected at all times, both on and off campus. Any act of harassment, exploitation, or inappropriate fraternization will not be tolerated.

Relationships between individuals in inherently unequal positions may undermine the real or perceived integrity of the teaching, supervision, and evaluation process, as well as affect the trust inherent in the educational environment. It is the policy of Maharishi University of Management that persons in unequal positions do not conduct romantic or amorous relationships. The University considers it inappropriate for any member of the faculty to date or establish an intimate relationship with a student. Staff members are strongly discouraged from dating students. Furthermore, the University considers it inappropriate for any member of the faculty, administration, or staff to date or establish an intimate relationship with any subordinate or colleague upon whose work performance he or she currently makes professional judgments or can be expected to do so in the near future.

Teaching and research fellows, doctoral and graduate assistants are likewise not allowed to conduct romantic or amorous relationships with students. Tutors, interns, and any other students who perform work-related functions for the University are also not allowed to conduct romantic or amorous relationships with students for whom they act as supervisor.

Interns are treated as staff with respect to this policy with the exception of a relationship begun before the individual became an intern, unless the intern is in a supervisory role for the student or makes professional judgments or
can be expected to do so in the near future.

Anyone who violates this policy is subject to disciplinary action, up to and including termination of employment. Formal disciplinary action may range from a reprimand to termination of employment or assignment. A faculty member or employee may be placed on administrative leave, suspended, or transferred while a case is being reviewed. Decisions regarding administrative leave, suspension, transfer or dismissal will take into consideration the nature of the appointment, the severity of the offense, any pattern or history of similar incidents, the possible duration of the investigation, and other factors.

If anyone feels than an exception should be made to this policy, he or she should submit a petition to the Dean of Faculty. The petition will be evaluated in consultation with the Dean of Student Life and the Legal Counsel.

This policy is not intended to discourage appropriate and professional interaction with students. Its purpose is to assure the safety and well being of all students of Maharishi University of Management. The guidelines and definitions in this policy may not be all inclusive. The University will, at all times, take whatever action is necessary to fulfill the intent of the policy and to comply with applicable laws and regulations.

Consent may not be considered a defense against a charge of sexual harassment in any proceeding conducted under this policy. The determination of what constitutes sexual harassment depends on the specific facts and the context within which the conduct occurs.