As an educational institution, Rollins College strives to maintain for its students an environment of safety, trust, and mutual respect. As part of its ongoing efforts to maintain a safe learning, living, working and social environment, Rollins prohibits and will not tolerate discrimination, harassment or any mistreatment of students, faculty or staff.

While Rollins recognizes that "consensual" amorous or romantic relationships between faculty or staff members and students do not constitute sexual harassment, it also recognizes that such relationships may end unhappily or become conflicted and result in charges of sexual harassment, or even physical or psychological abuse. In such cases, the College has a legal duty to respond to and investigate these charges in the same manner as charges arising in any other context.

Further, some courts reviewing such claims have held that faculty and student relations are inherently unequal because faculty members have, or are perceived to have, authority or control over students. Thus, in relationships that are inherently unequal, the existence of consent may not insulate an individual or the College from liability if charges of sexual harassment are filed.

Accordingly, all faculty/staff are discouraged from engaging in romantic or amorous relationships with students and are expressly prohibited from engaging in such relationships in circumstances in which they exercise power or influence over a student. Faculty and staff who violate this policy will be subject to the disciplinary procedures of the institution, including possible termination.