Amorous Relationships between a student and a faculty, manager, or administrator or another person in a position of influence is considered professionally unethical. Anyone aware of a relationship like this should report it to Assistant Vice President for Human Resources.

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**Advocate**

- Call an Advocate
  - 513-745-1000
  - Identify yourself as being from Xavier

  Advocate respond by next business day
  - Student decides whether to go forward

  Advocate will set up appointment with Human Resources within three (3) business days to hear complaint

  Advocate supports student through reporting and action taken

  Human Resources explains official options

  Formal Procedure
  - Human Resources meets with employee within ten (10) days of taking complaint and notifies student of when the meeting will take place
  - Human Resources notifies student of outcome

  Informal Procedure

  No Action

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There should be no contact between the complainant and responder without an official of Xavier University present. Any form of retaliation will not be tolerated—action will be taken.

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*Advocates may make a referral for counseling service.*