



<b>DIVISION</b> II. College Employees	<b>POLICY NUMBER</b> 2.01.15 (1)
<b>CATEGORY</b> 2.01.15 Consensual Romantic or Sexual Relationships	<b>DATE</b> Adopted 09/18

2.01.15 CONSENSUAL ROMANTIC OR SEXUAL RELATIONSHIPS

The College’s mission is promoted by and dependent upon professionalism exhibited by all employees, especially concerning relationships between faculty and students and between employees. Romantic or sexual relationships, even consensual, can undermine such professionalism and adversely affect the College’s mission. As such, the College desires to establish expectations for such relationships, mitigate risks, and reduce liability for the involved parties and the College.

As used in this policy, the term “supervisory authority or relationship” refers to situations when one employee has direct or indirect influence on decisions concerning selection and hiring, which includes making recommendations for hiring, assignment or review of work, providing input on employee performance evaluations, transfer, promotion, grievance review, or other terms and conditions of employment over another employee. This includes supervisors and lead workers. It also pertains to academic personnel who have a direct or indirect influence over a student’s academic performance. This includes tutors, counselors, advisors, faculty and other related positions.

As used in this policy, the term “member of the college community” includes any college faculty member, staff member, student, or other individual engaged in any college activity or program.

**Relationships Between Employees**

Co-workers, who enter into a consensual romantic or sexual relationship, including marriage, should be mindful of existing laws, statutes, college policies and procedures related to Sexual Harassment, Sexual Misconduct, and Discrimination. Special care should be taken by each partner in the relationship to exhibit professionalism at work and to guard against any behavior (both at work and otherwise) that could result in a complaint of sexual harassment.

Any employee of the College with supervisory authority over another College employee (including student workers) shall not engage in a romantic or sexual relationship with such employee even if the relationship appears to be consensual. If a college employee has a pre-existing consensual romantic/sexual relationship including marriage with another college employee, he or she should not enter into work situations in which she/he would be supervised by the other college employee.

**Relationships Between Faculty/Staff and Students**

For the purposes of this policy, “faculty/staff” is defined as any College employee who has an educational or supervisory responsibility for the student, including but not limited to faculty



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members, tutors, advisors, counselors, administrators and staff. Faculty/staff shall not are enter into a romantic or sexual relationship with a student, even if the relationship appears to be consensual to prevent real, potential, or perceived conflicts of interest, exploitation, or bias.

If a faculty/staff member has a pre-existing consensual romantic/sexual relationship including marriage with a student, the student should be discouraged from enrolling in courses taught by the instructor or entering into work situations in which she/he would be supervised by the faculty/staff member.

**Compliance**

Violation of any of the dating/romantic/sexual relationship guidelines may be grounds for immediate action, up to and including termination.

Where employees are potentially subject to violation of this policy, they must immediately notify their management and/or Human Resources of the potential violation. The College will then take all action possible to avoid policy violation. Such action may include transfer or movement of one of the parties. However, where less extreme correction is not possible, one of the affected employees may be asked to leave employment with the College.

If there is any uncertainty about a relationship, the employee should consult with the Human Resources Department to determine if the relationship violates this policy.

Failure on the part of the employee, faculty/staff, or supervisor to comply with this policy may result in corrective action, up to and including termination of employment as outlined in the Employee Handbook, College policy, and/or applicable collective bargaining agreement

**Retaliation**

No member of the College may retaliate against an individual because of the individual’s good faith participation in:

- Reporting or otherwise expressing opposition to, suspected or alleged misconduct;
- Participating in any process designed to review or investigate suspected or alleged misconduct or non-compliance with applicable policies, rules and laws;



**BOARD POLICIES**

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Individuals who believe that retaliation is occurring or has occurred, as a result of their good faith participation in one of the above referenced activities, should contact the Executive Director, Human Resources or the College President.

Reports of retaliation will be reviewed and investigated in the same manner in which other concerns of misconduct are handled.