



POLICY

Title: CONSENSUAL REALTIONSHPIS POLICY	Code: C0201-1
Authority: Board Minutes: 4/26/22	Original Adoption: 4/26/22 Revised/Reviewed: 4/26/22 Effective: 4/26/22

There are inherent risks in any romantic or sexual relationship between individuals in unequal positions (such as faculty and student, supervisor and employee). These relationships may be less consensual than perceived by the individual whose position confers power. The relationship also may be viewed in different ways by each of the parties, particularly in retrospect. Furthermore, circumstances may change, and conduct that was previously welcome may become unwelcome. Even when both parties have consented at the outset to a romantic or sexual involvement, this past consent may not remove grounds for a later charge of a violation of applicable sections of this policy. The college does not wish to interfere with private choices regarding personal relationships when these relationships do not interfere with the goals and policies of the college. For the personal protection of members of this community, relationships in which power differentials are inherent (faculty-student, staff-student, administrator-student) are generally discouraged.

In the employment context, there is a presumption against romantic relationships between employees where there is a current supervisory or authority imbalance. In cases where there is or has been a consensual romantic or sexual relationship between two individuals employed by the college, it is important that any sphere of influence or authority by one such employee over another be removed. Therefore, where one person is in the direct line of supervision over the other, the employees must notify the Department of Human Resources. The Department of Human Resources will work to identify appropriate action which removes the sphere of influence or authority imbalance. No action taken as a result of such disclosure will be punitive to either party. While no relationships are prohibited by this policy, failure to self-report such relationships to the Department of Human Resources as required can result in disciplinary action for an employee.

Office of Responsibility: General Counsel