



<b>DIVISION</b>	<b>ADOPTION DATE</b>
II College Employees	09/2018
<b>POLICY NAME</b>	<b>REVISIONS</b>
02.01.15 Consensual Romantic or Sexual Relationships	Revised: 10/2022

02.01.15      **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, Board Policies and Institutional 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 prevent 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 employees) 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, they must disclose this relationship and will not enter into work situations in which one employee 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 members, tutors, advisors, counselors, administrators and staff. Faculty/staff shall not 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 cannot enroll in courses taught by the instructor or enter into work situations in which they would be supervised by the faculty/staff member.

### **Compliance**

Violation of any of the dating/romantic/sexual relationship guidelines, including the failure to disclose a relationship as defined, 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, Board Policies related to conflicts of interest and nepotism, and/or applicable collective bargaining agreements.