

<b>Title:</b> Consensual Relationships	<b>Number:</b> 6.4	Page 1 of 1
	<b>Related Procedure?</b> <input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>	
<b>Legal Citation (if Applicable)</b>	<b>Board Approval/Revision:</b> 18 June 2014	

The College is committed to fostering an educational climate characterized by professional and ethical behavior free of discrimination and conflict of interests. Consensual romantic or sexual relationships between employees, students or other persons within the College community may impair or undermine the learning and work environments when the relationship is based on unequal authority or power, and when one person in the relationship is evaluating the other. Accordingly, it is the policy of the College that an employee shall not engage in a consensual romantic or sexual relationship with another employee, student or other person within the College community over whom the employee exercises authority or educational or professional responsibility.

Compliance with this policy requires that an employee involved in a consensual or sexual relationship recuse himself/herself from authority or evaluative role with respect to the other person. In rare cases where this would not be possible, arrangements must be made, in consultation with the appropriate supervisor, Chief Campus Administrator and the Chief Human Resources Officer to assure that the relationship does not threaten the integrity of the educational process or impair the work setting. Violation of this policy where an employee and student are involved should be reported to the office of Student Affairs and the Chief Human Resources Officer; investigation and resolution will be jointly addressed according to the established procedures. Violation of this policy where a supervisor and an employee are involved will be reported to the Chief Human Resources Officer for investigation and resolution in accordance with the established policies and procedures.

Employees found to have violated this policy are subject to discipline, up to and including termination, in accordance with established policies and procedures.