Consensual Relationship Policy

Policy Number	300.36.02	**Custodian**	Human Resources
Approved Date	10/20/2020		
Effective Date	7/20/2024	**Review Date**	Oct. 2020
References: Faculty Handbook, Nepotism Policy, Corrective Action Policy			

1. **Purpose**

   To provide a process for reporting and managing consensual relationships.

2. **Persons Affected**

   2.1. Staff
   2.2. Students

3. **Policy**

   This policy is to ensure the following:

   3.1. The workplace remains free from any real or perceived conflicts of interest, exploitation and non-consensual relationships.

4. **Definitions**

   4.1. Consensual Relationship. A consensual romantic or sexual relationship between two employees or between an instructor and a student.

   4.2. Power Differential. Exists when individuals possess different degrees of power and influence such as a supervisor/employee or instructor/student relationship.

5. **Procedures**

   5.1. If a romantic or sexual relationship exists or develops between a supervisor and employee, they must report to their supervisor in a timely manner.

   5.2. If a romantic or sexual relationship exists or develops between an instructor and student, they must report to the dean for academics in a timely manner.

   5.3. Supervisors will evaluate whether arrangements can be made to ensure there is an objective evaluation of the employee's performance. Options will be considered such as a transfer to another position.

   5.4. If alternative arrangements cannot be made, supervisors may ask one of the two individuals to resign from their employment.

5.5. Supervisors recuse themselves from handling matters where a personal consensual relationship of their own may be a factor.

5.6. Any employee found in violation of this policy will be subject to disciplinary action.

Revision History

Rev. Date	Rev. No.	Revision
7/10/2024	2.	Housekeeping; New Format; Custodian Change
10/20/2020	1.	Original