

# Consensual Relationship Policy

<b>Policy Number</b>	300.36	<b>Custodian</b>	Human Resources
<b>Approved Date</b>	7/10/2024		
<b>Effective Date</b>	7/20/2024	<b>Review Date</b>	Oct. 2020
<b>References:</b> 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