

Section: EEO/AA
Subject: Consensual Relationships
Number: HR 3006

I. Institutional Regulations

- A. Faculty are advised against participating in consensual relationships with students enrolled in their classes or with students whom they otherwise evaluate, grade, counsel, or supervise. Similarly, Faculty should avoid situations requiring them to evaluate, grade, counsel, or supervise students with whom they currently have a consensual relationship.
- B. All employees are advised against participating in consensual relationships with student workers or work study students whom they supervise or to whom they give work direction. Similarly, employees should avoid situations requiring them to supervise or give work direction to student workers or work study students with whom they currently have a consensual relationship.

II. Procedure

- A. Consensual relationships between employees and students can result in a real or perceived conflict of interest, coercion, favoritism or bias. The significant power differential that exists between employees and students:
 - 1. Makes voluntary consent by the student suspect;
 - 2. Makes such relationships particularly susceptible to exploitation;
 - 3. Renders the employee and the College vulnerable to potential allegations of sexual harassment.
- B. If a consensual relationship situation as described in the Institutional Regulations arises, the employee shall report the situation immediately to the appropriate supervisor.
 - 1. The supervisor shall take effective steps to ensure unbiased supervision or evaluation of the student.
 - 2. The supervisor shall advise Human Resources of the situation.
- C. For purposes of this procedure, "Faculty" shall include all Regular or Adjunct employees who teach or counsel students. "Employee" shall include all Regular or Temporary employees of the College who supervise or give work direction to student workers or work study students.

APPROVED:



Executive Director, Human Resources

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