

Chapter 3 - General Institution

BP 3435 -- Consensual Relationships

General Statement

Chemeketa Community College is committed to providing its students, employees, and clients with an environment focused on learning and growth. The college has a responsibility to promote an atmosphere of professionalism, respect, and trust and to prevent any appearance of impropriety.

Employees involved in a consensual relationship with other employees or students potentially jeopardize this commitment. When one person in the relationship has power over the other because of their position at the college, a consensual relationship can raise questions of fairness, may undermine the integrity of decisions, and can also create a hostile and unacceptable environment for others.

Intent of Policy

While the college is not interested in intruding on the personal lives of employees, consensual relationships can affect the ability of an employee to carry out the responsibilities of their job and affect the performance of others. This policy is intended to balance the interests of the college, of students, and of employees.

Policy

Employees involved in a consensual relationship, or in what appears to be a consensual relationship, with another employee or student are prohibited from supervising or making grading decisions related to that person.

Examples of relationships that prevent an employee from supervising or making grading decisions are as follows:

- Supervisor in a consensual relationship with a person they supervise;
- Faculty member and a student enrolled in their class;
- Employee in a position to make or influence decisions about students while in a consensual relationship with a student.

Applicability

This policy applies to all college employees, or anyone serving in a supervisory capacity on behalf of the college, and vendors when they are interacting with college personnel.

Sanctions

Any person who engages in behavior prohibited by this policy is subject to discipline that may include termination, subject to any association contract that may apply. In the case of vendors, violation of college policy may be a breach of the contract between the college and the vendor.

Retaliation

Chemeketa prohibits retaliation against an individual or group of individuals involved in any of the following:

- Filing a complaint or report under this policy
- Filing an external complaint
- Participating in a disciplinary process
- Providing information concerning a complaint or participating in an investigation
- Opposing in a reasonable manner an action believed to constitute a violation of this policy

Retaliation can take many forms, including, but not limited to, verbal or physical abuse, threats of violence, and/or intimidation. Actions are considered retaliatory when they have a materially adverse effect on the working, academic, or college-controlled living environment of an individual, or that hinder the individual from effectively carrying out their college responsibilities. Individuals engaging in retaliatory acts are subject to discipline as described in this policy.

Compliance

In consensual relationships involving employees, or employees and students, it is the responsibility of the person with the most power or perceived power to make explicit arrangements to assure that the decision-making processes will be fair and without favoritism. Employees should work with their supervisor in making arrangements to ensure compliance with this policy.

Pre-existing consensual relationship with a student

If an employee has a pre-existing consensual relationship with a student, the student should be discouraged by the employee from the following:

- Enrolling in courses taught by the employee;
- Entering into work situations in which the student would be supervised by the employee.

If a student enrolls in a course or works under the supervision of an employee where a consensual relationship exists, it is the responsibility of the employee to make explicit arrangements with their supervisor to ensure compliance with this policy.

Pre-existing consensual relationship with an employee

If an employee has a pre-existing consensual relationship with another employee and a reassignment occurs which requires one of the employees to exercise supervisory, appointment, or grievance adjustment authority over the other, it is the responsibility of the person with the most power to make explicit arrangements with their supervisor to ensure compliance with this policy.

Definitions

Consensual Relationship

A close personal relationship of a romantic or sexual nature between willing participants who both are of legal age and possess legal capacity.

Employee

Any person employed by Chemeketa Community College, including managers, classified staff, salaried or adjunct faculty, part-time hourly, and student employees.

Pre-existing Relationship

A consensual relationship that exists prior to one party to the relationship having a position of power over the other party.

Student

A student is anyone who has enrolled in any Chemeketa course, regardless of the number of credits, within the 12 months preceding the relationship. In the event there is an alleged violation of this policy, an individual's student status will be determined based on the context associated with the complaint.

July 26, 2006

Adopted College Board of Education

February 17, 2010; May 15, 2013;

June 22, 2016; December 18, 2019

Revised College Board of Education

References:

Former Policy Number: 1753