

College Board of Education Series—1000

## **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 his/her 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 he/she supervises;
- Faculty member and a student enrolled in his/her 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**

It is critical that everyone feel free to come forward with complaints or concerns regarding inappropriate conduct. Retaliation against any person for making a complaint or for providing information concerning a complaint is prohibited. Any acts of retaliation may result in a sanction as outlined in the sanction portion of this policy.

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## **CONSENSUAL RELATIONSHIPS** (continued)

### **Compliance**

In consensual relationships involving employees, or employees and students, it is the responsibility of the person with the most 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 he/she 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 his or her supervisor to assure 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 his or her supervisor to assure 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, hourly, part-time 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:** Any person currently enrolled in a Chemeketa course.

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