

**THREE RIVERS COLLEGE
PERSONNEL POLICY**

Section: 4000 Personnel	
Sub Section: 4800 Employee Welfare	
Title: PP 4820 Consensual Relationships	Page 1 of 3
Associated Regulations: SR 2120 Title IX for Students; PR 4840 Title IX for Employees; PR 4730 Suspension or Termination	
Associated Policy: PP 4730 Suspension or Termination	
Supersedes: NA	
Responsible Administrator: Director of Human Resources	
Initial Approval: 02-19-2014	Last Revision: 09-21-2016

The educational mission of the College is promoted by professionalism in employee-student and employee-employee relationships. Interactions between employees and students and employees and other employees at the College are guided by mutual trust, confidence and professional ethics. The integrity of interaction among faculty, staff and students must not be compromised. Consensual relationships are prohibited in certain instances as outlined below.

For purposes of this policy, consensual relationships exist when two individuals mutually and consensually understand a relationship to be romantic and/or sexual in nature except when those two individuals are married to each other. Direct evaluative or supervisory authority exists when one participant is personally involved in evaluating, assessing, grading, or otherwise determining the other participant's academic or employment performance, progress or potential. Any relationship that is not consensual may be a violation.

Romantic or sexual relationships between College employees in a hierarchical relationship to another employee, or relationships between College employees and students, may harm the atmosphere, undermine professionalism, hinder fulfillment of the College's educational mission, and create an actual or apparent abuse of powers, harassment, favoritism, and/or inequity. Therefore, the College prohibits romantic or sexual relationships between employees who are in a hierarchical or reporting relationship and who are not married to each other. The College likewise prohibits romantic or sexual relationships between employees and students who are not married to each other. Examples of such relationships that are prohibited include, but are not limited to supervisor (faculty, staff or student)/subordinate, when those relationships involve direct evaluative or supervisory authority, and College employees/students enrolled in their classes (currently or prospectively) or subject to their supervision. Such employee-student relationships may include, but are not limited to, faculty and student, advisor and advisee, staff and student, coach and athlete, public safety and student, and individuals who supervise the day-to-day student living environment of student housing.

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These prohibitions do not apply to consensual relationships that pre-exist the hierarchical relationship within the College environment. In such cases, however, the individual in the evaluative or supervisory position has an obligation to disclose the consensual relationship to his or her administrative supervisor and to cooperate with the administrative supervisor in removing himself or herself from any such evaluative or supervisory activity in order to eliminate the existing or potential conflict of interest.

CONSEQUENCES

An employee may be disciplined or dismissed when determined they have violated provisions of this policy.

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DOCUMENT HISTORY:

02-19-2014: Initial approval of policy PP4820 Consensual Relationships.

09-21-2016: The College Board of Trustees approved the name change of the college from Three Rivers Community College to Three Rivers College.