

## **Policy 1131 - Personal Relationships**

The College prohibits dating, sexual or intimate relationships between employees who can exercise power or control over another employee, students and/or student employees, unless they are legally married. College employees who do not adhere to this policy are subject to disciplinary action up to and including termination.

### **PERSONAL RELATIONSHIPS GUIDELINES**

Employees who are aware of employee/employee or employee/student relationships that are in violation of this policy must notify Human Resources immediately.

#### Employee/Employee Relationships

Unless they are legally married, a dating, intimate, or sexual relationship between a college employee who can exercise power or control over the other employee is prohibited. People in positions of authority who abuse or appear to abuse their power cause severe damage to the college.

#### Employee/Student Relationships

Unless legally married, dating, intimate or sexual relationships between a student and any college employee who can exercise power or control over that student is prohibited. Many employees of the college exercise various types of control or power over students. This power can be in the form of praise, criticism, disciplinary action and evaluation, financial aid, playing in time for athletes, recommendations for employment or further education, or bestowing any other benefit on them. Such relationships, even though apparently consensual, create inherent conflicts of interest, tend to be exploitive in nature, and call into question the judgment and professionalism of the college employee. These relationships greatly increase the chances that the employee in the position of power will abuse that power or appear to abuse it to exploit the student or favor that student, unfairly placing other students at a disadvantage.

**Approved by:** President

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