D.4.12 (Policy) Consensual Relationships
Responsible Department: Human Resources
Board Adoption: 4-28-09
Last Board Action: 1-13-10

The College District seeks to maintain a professional educational and work environment. Romantic or sexual relationships between individuals in unequal positions are inherently problematic and potentially inconsistent with the College District’s mission.

Employees in positions of authority must be sensitive to the potential for sexual harassment as well as conflicts of interest in personal relationships with their subordinates or with their students. The very existence of such a relationship exposes the College District to potential claims under Title VII and other laws.

Romantic or sexual relationships between trustees and students, or between employees in positions of authority and their subordinates or students over whom they exercise authority are prohibited (see “Prohibited Relationships”, D.4.12.1 for definitions of these relationships).

Violations
A violation of this policy is extremely serious, may be considered a gross neglect of professional responsibilities, and may be cause for disciplinary action up to and including termination of employment.