



## **AP 7266 Consensual Relationships**

### **References:**

AP 3430 Prohibition of Discrimination and Harassment

Rogue Community College (“RCC”) prohibits consensual sexual relationships between individuals in circumstances whereby one individual has the ability to impact the other individual’s academic status or employment by exercising control, power, or authority. The respect and trust accorded to a faculty, staff, or management employee by a student or supervisee, as well as the unequal power exercised in giving praise, grades, evaluations, and recommendations influence the academic and working relationships.

- Such relationships may undermine the real or perceived integrity of the supervision provided, and the particular trust inherent in the student-faculty relationship.
- Relationships in which one party is in a position to review the work, or influence the career of the other may provide grounds for complaint when that relationship appears to give undue access or advantage, restricts opportunities, or creates a hostile and unacceptable environment for others.
- Such relationships may, moreover, be less consensual than the individual whose position confers power believes. The relationship is likely to be perceived in different ways by each of the parties to it, especially in retrospect. While some relationships may begin and remain harmonious, they are susceptible to being characterized as unprofessional and disrespectful to others.

### **Reporting and Responsibilities**

RCC employees are responsible for immediately reporting the prior existence or development of a relationship impacting compliance with this administrative procedure to their supervisor. The respective supervisor will immediately devise a plan to mitigate the situation, taking into consideration factors such as availability of resources and operational considerations, and have this plan reviewed by the appropriate vice president or designee and the Chief Human Resources Officer.

Individuals in positions of authority such as faculty, administrators, managers and coaches are legal agents of the College. A person in a position of authority who is made aware of, or in the exercise of reasonable care should have known of a violation to this policy, is also responsible for reporting such violation. Employees who fail to report alleged or suspected violations of this policy to the appropriate supervisor or College

office in a timely manner may be subject to disciplinary action, up to and including termination of employment.

**Rescinds Procedure Number: AP-023**

**Adopted: March 11, 2021**