

PIERPONT COMMUNITY & TECHNICAL COLLEGE
Board of Governors Policies and Procedures
POLICY # 42
TITLE: CONSENSUAL ROMANTIC OR SEXUAL RELATIONSHIPS

Effective Date: November 10, 2005

Amended:

Repealed: November 14, 2017 (Replaced by Modified Policy #9 Sexual Harassment)

In a commitment to foster an educational and work environment free from all forms of harassment and discriminatory behavior, Pierpont Community & Technical College strongly discourages romantic or sexual relationships between faculty and student, supervisor and subordinate employee, and any other relationship where a power differential exists between the parties.

Even if consensual, these relationships are always a cause for concern because:

- a) they may involve one person's exerting power over another;
- b) conflict of interest issues may arise in evaluating a student or employee;
- c) there is a strong potential for retaliation when the relationship ends;
- d) a third party may allege favoritism;
- e) they undermine the professional interaction upon which faculty-student/supervisor-subordinate relationships should be based.

When a consensual relationship ends, there is the potential for a faculty member or supervisor in the relationship to threaten the student with a bad grade or the employee with a poor evaluation (sexual harassment); and/or for a student or employee to allege such action.