

H. Councill Trenholm State Community College

POLICY NAME:	Consensual Relationships
EFFECTIVE:	
REVISED:	
APPROVED BY POLICY COMMITTEE:	Yes – April 28, 2015
APPROVED BY PRESIDENT’S CABINET:	Yes – May 6, 2015

Consensual Relationships Policy

H. Councill Trenholm State Technical College believes that consenting romantic and sexual relationships between faculty members, staff and students are generally deemed unprofessional and unwise because such relationships may result in a conflict of interest and/or a power differential between members of the College community.

A power differential may be a factor in the following situations:

- A faculty member and a student enrolled in that faculty's class where the faculty exercises academic or professional authority over the student;
- A staff member and a student where the staff member participates in the supervision, employment actions, evaluation, advising or mentoring of the student;
- Faculty members, where one, or the other, participates in the hiring, supervision, evaluation, or other personnel matters such as, but not limited to, promotions and/or salary adjustments decisions;
- Faculty and staff members, where one, or the other, participates in the hiring, supervision, evaluation, or other personnel matters such as, but not limited to, promotions and/or salary adjustments decisions.

H. Councill Trenholm State Technical College regards as inappropriate any and all romantic relationships between students, faculty, or staff members who have any power over students. The College urges all faculty and staff members to refrain from beginning or continuing all such relationships since such behavior may be perceived as unwelcome, even if consensual, and can be seen at the time or later as sexual harassment. The College expects compliance with the position above by all faculty and staff members and hereby notifies all faculty and staff members that violation of this policy may result in sanctions.