

105-02 CONSENSUAL AMOUROUS RELATIONSHIPS—PROCEDURE

1. PURPOSE

The College prohibits any consensual amorous relationship involving a faculty member and student, supervisor and employee, or tutor/counselor and student, where the faculty, supervisor, or tutor/counselor has direct authority, influence, or responsibility with respect to that student or employee.

2. PROCEDURE

Definition: Authority, influence, or responsibility includes, but is not limited to: in the employment setting, carrying out assignments, evaluations and promotions or disciplinary decisions; and in the instructional setting, being responsible for a student's evaluation and grading, awarding of financial aid, or employment offers.

1. In the event a consensual amorous relationship develops, the supervisor, tutor/counselor, or faculty member must inform his/her immediate supervisor promptly so that steps can be taken to remove the relationship of authority of the supervisor, tutor/counselor, or faculty over the employee or student for all purposes.
2. Supervisors, tutors/counselors, or faculty members who engage in such consensual relationships and do not resolve the conflict of interest will be subject to disciplinary action up to and including termination.

3. BACKGROUND

1. References: none
2. Revision history: 04/28/2009 (reformatted)
3. Legal review: none
4. Sponsor: Human Resources

Adopted by College Council:

COCONINO COMMUNITY COLLEGE