

## **Dixie Applied Technology College**

### **Consensual Relationships**

Effective Date: March 2013

#### **1. Purpose**

The purpose of the policy is to define prohibited consensual relationships and state the actions which should be taken to resolve such situations.

#### **2. Definition**

**2.1** Consensual relationship: A romantic or sexual relationship.

#### **3. Policy**

**3.1** It is the policy of the College to prohibit consensual relationships when:

**3.1.1** An employee has any direct professional responsibility for counseling, evaluating or fostering a student's academic performance or professional future. Examples include but are not limited to assigning grades, evaluating clinical performance, refunding money, collecting tuition, or awarding scholarships.

**3.1.2.** A supervisor has direct responsibility or evaluative authority over an employee.

**3.2** Unless the situation is remedied by reassigning performance evaluations, reporting responsibilities, or grade assignments to other qualified individuals, and by notifying the employee's supervisor, it is considered a violation of this policy and cause for discipline.

**3.2.3.** Employees who engage in such consensual relationships and do not take steps to resolve the breach of policy will be subject to disciplinary action and possible termination.