

Dixie Technical College Consensual Relationships Policy

Effective Date: May 2018

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.