

CONSENSUAL RELATIONSHIPS

3.50010 BP
BOARD POLICY

STATEMENT OF CONSENSUAL RELATIONSHIPS	Metropolitan Community College (MCC) strives to provide an environment that is respectful, fair and free from unlawful discrimination or harassment and to prevent real or perceived conflicts of interest or favoritism. Accordingly, the Board of Trustees hereby states that a member of the MCC community shall not pursue, initiate or maintain a prohibited relationship, as defined herein, with a student.
PURPOSE	The MCC Board of Trustees authorizes the Chancellor to implement and administer this policy in accordance with state and federal laws.
APPLICABILITY	This policy applies to all MCC Board members, faculty, staff, administrators, officers, contract workers, contractors (independent and otherwise), and vendors (herein collectively sometimes referred to as “members of the MCC community”).
DEFINITIONS	<p>Prohibited relationship means any consensual romantic, sexual or dating relationship between any member of the MCC community and a student.</p> <p>A student is considered to be any person currently enrolled in a credit or non-credit class at one of MCC’s campuses, centers or sites.</p> <p>A vendor is someone who sells or can sell products or services to the MCC.</p>
CONSENSUAL RELATIONSHIPS	Such relationships even though understood as consensual by parties involved are prohibited and may not be pursued. Consent is difficult to assess in a relationship where there exist positions of unequal power between the individuals involved in the relationship (e.g., faculty/student; supervisor/work study student). Consensual relationships may be less voluntary than the individual with the greater power perceives, or circumstances may change and conduct that was welcomed may become unwelcome. A relationship that was initially consensual does not insulate from a later claim of sexual harassment.
SPECIAL CASES	Upon request of the involved parties, the Chief Human Resources Officer shall grant exceptions to this policy upon concluding that an otherwise prohibited consensual relationship existed prior to the effective date of this policy, the consensual relationship does not present the likelihood of abuse of power or exploitation by either party or there exists other good cause for granting an exception.
MITIGATION	Members of the MCC community involved in a prohibited relationship will cooperate with Human Resources to prevent real or perceived conflicts of interest and favoritism and mitigate any exposure to the College. Upon disclosure of a prohibited relationship, MCC may take appropriate and reasonable steps to mitigate any exposure to the College.

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CONFIDENTIALITY	To the greatest extent possible, MCC will protect the confidentiality of individuals for any cases reported to the College.
POLICY VIOLATION	Any member of the MCC community found to have violated this policy may be subject to disciplinary action, up to and including termination of employment in accordance with the progressive discipline procedure (DP3.40065), if applicable. No discipline will be taken solely on the basis of the required disclosure of the existence of a prohibited consensual relationship which was in existence at the time this policy takes effect or at the time both individuals became members of the MCC community.
POLICY MODIFICATION	This policy may be modified or revoked at any time at the sole discretion of MCC's Board of Trustees.
REFERENCE	3.30015 BP Employee Sex Discrimination and Harassment Board Policy 3.30015 DP Employee Sex Discrimination and Harassment District Procedure 3.30010 BP Employee Non-Discrimination and Harassment Board Policy 3.30010 BP Employee Non-Discrimination and Harassment District Procedure 3.40065 DP Progressive Discipline