

CONSENSUAL RELATIONSHIPS

3.50010 DP
DISTRICT PROCEDURE

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| PURPOSE | The purpose of this procedure is to detail the process for special cases exceptions. |
| APPLICABILITY | This procedure 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 | See Reference Board Policy 3.50010 BP for Consensual Relationships. |
| SPECIAL CASES | <p>A member of the MCC community may request an exception to the prohibited relationship for the following reasons:</p> <ul style="list-style-type: none">• The otherwise prohibited consensual relationship existed prior to the effective date of the policy;• The consensual relationship does not present the likelihood of abuse of power or exploitation by either party involved in the relationship; or• There exists good cause for granting an exception as determined by the Chief Human Resources Officer. Examples of good cause include but are limited to consensual relationships where no positions of unequal power exists between individuals involved in the relationship such as evaluative authority over another individual (e.g., faculty/student). |

To request an exception for a prohibited relationship, the following steps will be followed:

1. The MCC community member shall immediately request an exception to the policy by notifying the Director of Employee Relations of the nature of the relationship. Upon disclosure, MCC will protect the confidentiality of the MCC member and student to the greatest extent possible.
2. The Director of Employee Relations will independently confirm the absence of abuse of power or exploitation and the consensual nature of the relationship.
3. The Chief Human Resources Officer will make a determination. If exception approved:
 - a. A consensual relationship agreement will be completed as part of this confirmation. Once the consensual nature of the relationship is confirmed, the Director of Employee Relations will take the appropriate and reasonable steps to miti-

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gate any exposure to the College by working with direct supervisors and appropriate Deans of Student Success to eliminate unequal power/power differential between the parties, if applicable. Supervisors and Deans of Student Success will protect the confidentiality of the employee and student to the greatest extent possible.

- b. Mitigation efforts include but are not limited to reassignment and alternative arrangements where reasonable and in the best interest of the student.

REFERENCE

3.50010 BP for Consensual Relationships