



Procedure Title	Original Adoption Date	Procedure Number
Consensual Relationships	11/20/2003	HR-165
Responsible College Division/Department	Responsible College Manager Title	
Human Resources	Director of Human Resources	
Procedure		
<p>In each situation involving an apparent consenting relationships, a determination about what measures are appropriate should be made on a case-by-case basis from the facts of the particular situation. As in all investigative procedures, confidentiality will be respected. The Manager, Employee and Human Resources Staff member will meet to:</p> <ul style="list-style-type: none"> <li>A. Determine to the extent possible whether the reported romantic or sexual relationship is consensual, and determine whether a conflict of interest exists;</li> <li>B. Inform the employee of his or her responsibilities under College policy</li> <li>C. Explore and assist with options which may include the transfer of responsibility for the subordinate student or employee or the assistance of a third party; and,</li> <li>D. Follow up to ensure that appropriate options and/or transfer of responsibility occurs.</li> </ul> <p>Unwelcome romantic or sexual attention may lead to action under the District’s Discrimination Harassment Policy.</p>		
Definitions		
<p><u>Consensual Relationship</u>: Consensual relationships of concern to Lakeshore Technical College (LTC) are those relationships of a romantic or sexual nature, entered into by an employee of the College, in which the parties involved have consented, but where there is or appears to be a conflict of interest or a power differential.</p> <p><u>Sexual Relationship</u>: Consensual participation in sexual acts which is not limited to and does not necessarily culminate in intercourse. Includes consensual sexual touching. Both persons whether participating actively or passively, engage in a sexual relationship. May also involve a romantic relationship.</p> <p><u>Romantic Relationship</u>: Consensual, emotional affinity or interaction with another person which when observed by another disinterested, "reasonable man or woman" would be perceived as evidence of romantic involvement between the participants. Most often includes physical interaction such as kissing, holding hands, arms around shoulders or waist, and other displays of affection, exceeding that otherwise expected with regard to mere friendship or a working relationship. Capable of being assessed on an objective basis. May also involve a sexual relationship.</p> <p><u>To Whom Policy Applies</u>: This consensual relationship policy exists for all College employees when the interrelationships of staff members or the interrelationships of a staff member and a current student presents the appearance of a conflict of interest.</p>		