



Policy Title Consensual Relationships	Original Adoption Date 11/20/2003	Policy Number HR-164
Responsible College Division/Department Human Resources	Responsible College Manager Title Executive Director of Human Resources	
Policy Statement		
<p>LTC's Consensual Relationship policy requires employees to avoid nepotism in the supervision of other employees and prohibits an employee from being assigned to a position of responsibility for the direct supervision of an immediate family member or relative. The same principles apply to romantic and/or sexual relationships and require, at a minimum, that appropriate steps be taken to assure objective decision making.</p> <p>In the interest of protecting employees and students, LTC requires that any employee who has a consensual romantic and/or sexual relationship (or has had such a relationship in the past) with a subordinate employee, an employee within the same division, a student currently enrolled in their class, a student currently receiving guidance from their counselor, or a student whom one knows is enrolling in their class shall notify their immediate supervisor/and or Human Resources. Employees may contact the President's office if they feel a conflict of interest could exist with Human Resources. Guidance for relationships is provided in the Employee Handbook.</p> <p>Upon disclosure of such a relationship, an assessment will be made as to the potential conflict of interest. A response will be developed upon the assessment.</p>		

Reason for Policy
<p>The policy on consensual relationships is written to protect employees and students. It is designed to ensure that power is not abused and to maintain an environment that is free of sexual harassment, rather than to discourage constructive interpersonal relationships.</p>
Cross References and Legal Review
<p>Reviewed/Revised: 10/22/04; 3/26/13; 2/14/19; 3/19/2019</p> <p>Cross Reference: Equal Opportunity and Affirmative Action; Discrimination & Harassment, Progressive Discipline Policy, Sexual Misconduct; Employee Code of Ethics</p> <p>Consensual Relationships Procedures</p> <p>Legal Counsel Review and Approval: Board Policy: III.A. General Executive Constraint, III.B. People Treatment, III.C. Compensation and Benefits</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</p>



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.

Romantic Relationship: 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.

To Whom Policy Applies: 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 present the appearance of a conflict of interest.