

Procedure Title	Original Adoption Date	Procedure Number
Consensual Relationships	11/20/2003	HR-165
Responsible College Division/Department	Responsible College Manager Title	
Human Resources	Executive Director of Human Resources	
Procedure		
In situations where a consensual relationship is suspected, an evaluation will be conducted on a case-by-case basis to determine the appropriate actions. As with all investigations, confidentiality will be maintained. The manager, employee, and Human Resources representative will meet to:		
<div><div>1.</div><div>Assess whether the reported romantic and/or sexual relationship is consensual, and identify any potential conflict of interest;</div></div> <div><div>2.</div><div>Remind the employee of their obligations under college policy;</div></div> <div><div>3.</div><div>Discuss and assist with solutions, which may include the transfer of responsibilities, potential reassignment, or involving a third party and,</div></div> <div><div>4.</div><div>Ensure that necessary actions, such as the transfer of responsibilities or reassignment, are carried out.</div></div>		
Unwelcome romantic or sexual attention may lead to action under the College’s Discrimination and Harassment Policy.		
Historical Data, Cross References and Legal Review		
Reviewed/Revised: 07/31/2025 Legal Counsel Review and Approval: Board Policy: Cross Reference: : <a href="#">Consensual Relationships Policy</a>		
Definitions		