

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				
<p>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:</p> <ol style="list-style-type: none"> 1. Assess whether the reported romantic and/or sexual relationship is consensual, and identify any potential conflict of interest; 2. Remind the employee of their obligations under college policy; 3. Discuss and assist with solutions, which may include the transfer of responsibilities, potential reassignment, or involving a third party and, 4. Ensure that necessary actions, such as the transfer of responsibilities or reassignment, are carried out. <p>Unwelcome romantic or sexual attention may lead to action under the College's Discrimination and Harassment Policy.</p>				
Historical Data, Cross References and Legal Review				
<p>Reviewed/Revised: 07/31/2025</p> <p>Legal Counsel Review and Approval:</p> <p>Board Policy:</p> <p>Cross Reference: : Consensual Relationships Policy</p>				
Definitions				