

 Prescott College	Policy Number: 814	
	Policy Category: Ethical & Responsible Conduct Policies	
	Consensual Relationships	
	Policy Summary: <i>This policy outlines the guidelines related to employees and students forming personal relationships with each other.</i>	
	Approval Date: 06/06/22	Effective Date: 06/06/22
Policy Owner: <i>Chief Operating Officer</i>	Scheduled for Review: <i>Spring 2027</i>	

Policy Statement

Consensual Relationships exist when two individuals mutually and consensually understand a relationship to be romantic and/or sexual in nature. When one party has a professional relationship towards the other, or stands in a position of authority over the other, even an apparently consensual amorous relationship may lead to sexual harassment, sexual misconduct or other breaches of professional obligations.

Undergraduate Students:

Prescott College faculty and staff are prohibited from entering romantic relationships with any undergraduate students for whom such personnel have current supervisory, instructional, or other professional responsibility.

Graduate or Professional Students:

Prescott College faculty and staff are prohibited from entering romantic relationships with any graduate or professional student in their academic department or unit or over whom they have current supervisory, instructional or other professional responsibility.

Employee and Employee:

Prescott College faculty and staff are prohibited from supervising any employee with whom they are currently engaged or in the past have been engaged in a romantic relationship. Professional staff or other college personnel who enter a romantic relationship with any employee for whom they provide direct line supervision must notify their direct supervisor or and the Human Resources Director. The employee's supervisor, in concert with the Human Resources Director, shall determine whether an alternative supervisory structure is possible and, if so, shall direct the employees to the alternative supervisory structure. The conclusion of the relationship (whether amicably or not), does not change the prohibition stated herein.

There is no prohibition or reporting requirement for Prescott College faculty or staff who enter, are currently engaged in, or in the past have been engaged in romantic relationships with other faculty and staff where there is no direct line supervisory relationship. However, where a romantic relationship exists or has existed, faculty and staff shall recuse themselves from any personnel decisions regarding the other individual including hiring, termination, appointment, reappointment, promotion, assignment of duties, evaluation or changes in compensation or benefits for the other

individual or, in the alternative, notify college administration so that they can be removed from the decision-making process.

There are no prohibitions or reporting requirements for consensual social interactions between Prescott College faculty and staff, regardless of supervisory relationships, that are not romantic in nature.

Any individual who violates this policy is subject to disciplinary action commensurate with the offense. Prescott College may also elect to have such matters be reported to the Title IX Coordinator to be processed under the Sexual Misconduct Policy or Sexual Harassment Policy.

Definitions

Dating: Consensual romantic relationships and sexual relations.

Non-consensual relationships constitute sexual harassment and/or sexual misconduct and they are explicitly prohibited.

Reason for Policy

To outline the guidelines related to employees and students forming personal relationships with each other.

Responsibilities

For following policy:	All employees
For enforcement of policy:	Chief Operating Officer
For oversight of policy:	Chief Operating Officer
For procedures implementing the policy:	Director, Human Resources
For notification:	Policy Librarian

Revision History