

# Consensual Relationship Policy

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<b>POLICY:</b> Consensual Relationship		<b>CUSTODIAN:</b>	Special Projects
<b>POLICY NUMBER:</b>	300.36		
<b>APV'D DATE:</b>	10/20/20	<b>REVIEW DATE:</b>	10/2020
<b>EFFECTIVE DATE:</b>	10/20/20		
<b>REFERENCES:</b> Faculty Handbook, Nepotism Policy, Corrective Action Policy			

## Part 1. Policy Background and Purpose.

White Earth Tribal and Community College (WETCC) strives to ensure the workplace remains free from any real or apparent conflicts of interests and all employees are awarded fair and consistent treatment.

## Part 2. Definitions.

Consensual relationship is defined as a romantic or sexual relationship between two employees or between an instructor and a student when a power differential exists.

Power differential is defined as a supervisor/employee relationship or instructor/student relationship.

## Part 3. Responsibility.

The Academic Dean is responsible to have an accompanying policy addressing instructor/student relationships.

Employees are responsible for reporting to their immediate supervisor the existence of any consensual relationship when a supervisor/employee or instructor/student consensual relationship exists.

Supervisors are responsible to recuse themselves from handling matters where a personal consensual relationship of their own may be a factor.

## Part 4. Policy.

Consensual relationships have the potential for serious consequences and should be avoided. Because of the possible difficulties associated with the power differential and because of potential conflicts of interest, WETCC discourages all such consensual relationships defined in this statement.

If a romantic or sexual relationship exists or develops between a supervisor and employee within the college, the supervisor shall report it to their immediate supervisor in a timely manner.

WETCC supervisors will evaluate whether arrangements can be made to ensure there is an objective evaluation of the employee's performance. Options will be considered such as a transfer to another position.

If alternative arrangements cannot be made, WETCC may ask one of the two individuals to resign from their employment.

Any employee found in violation of this policy will be subject to disciplinary action.