

POLICY ON RELATIONSHIPS BETWEEN COLLEGE EMPLOYEES AND STUDENTS

Category: Board of Trustees
Name of Responsible Office: Office of the President
Title of Responsible Executive: President

Date Established: Click to enter a date.
Date Last Approved: Click to enter a date.
[To be completed by Administration]

Summary

In most cases, social interaction among supervisors and employees, between fellow employees, and among faculty and staff members and students benefits MCC by promoting the interchange of ideas, building mutual trust and respect, facilitating communication, and reducing misunderstandings. The beneficial nature of open and respectful communication notwithstanding, it is important for members of the College community to recognize the impact that their roles may have on such relationships. Implicit in the ideal of professionalism is the recognition by those in positions of authority that, in their relationships with others within the College, there is always an element of power. It is incumbent upon those with authority not to abuse, nor to seem to abuse, the power with which they are entrusted.

Policy

POLICY STATEMENT

Amorous relationships should not exist between Monroe Community College employees and Monroe Community College students or employees over whom they have current or potential evaluative, supervisory, instructional, or other professional responsibility.

Violations of this policy will be regarded as unprofessional, inappropriate conduct and will be addressed by the College in accordance with the disciplinary processes and procedures in the collective bargaining agreement or other contractual agreement applicable to the employee.

BACKGROUND

Monroe Community College faculty, staff members, and supervisors exercise power and authority over Monroe Community College students and employees for whom they have current or potential evaluative, supervisory, instructional, or other professional responsibility. This inherent power imbalance makes the question of consent suspect when an amorous relationship occurs between a supervisor and employee or between a faculty or staff member and a student. When a person in a position of power and authority abuses or appears to abuse that position, mutual trust and respect are lost, and the academic environment suffers.

As a matter of sound judgment and professional ethics, MCC employees have a responsibility to avoid any apparent or actual conflict between their professional responsibilities and personal interests in terms of their dealings or relationships with students and with each other. The goal of this policy is to sustain and protect the learning process and the educational integrity of the College.

APPLICABILITY

This policy applies to all employees of the College including faculty, staff, and officers.

RESPONSIBILITY

President, Monroe Community College

Contact Information

Office of the President

Related Information

College Documents:

Harassment Policy

Equal Employment Opportunity and Affirmative Action Policy

Shared Governance Policy

CSEA Collective Bargaining Agreement

Faculty Association Collective Bargaining Agreement

Other Related Documents:

Equal Employment Opportunity Commission: www.eeoc.gov

Title IX and Sex Discrimination, U.S. Department of Education, Office for Civil Rights:
https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html

History

[To be completed by Administration]

Item:	Date:	Explanation
Shared Leadership Coordinating Council	December 2, 2017	For review and comment
Board of Trustees	March 5, 2018	First read