



## Executive Summary of Feedback Received from the Policy Portal to the Consensual Relationships Policy

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Two individuals submitted comments in the policy portal during the Consensual Relationship Policy comment period. There was a total of two comments that are addressed below:

1. Employees and students are all a part of the same community and some are non-traditional

A comment was made about the fact that students and employees being from the same community and that oftentimes the relationships are consensual. Another comment referenced the fact that the FA contract allow provisions for domestic partners/spouses of employees to receive tuition waiver and thus student/employee relationships are possible.

**Administrative Response:** The Vice President for Diversity, Equity and Belonging and Executive Director, Downtown Campus acknowledges these concerns and refers the respondent back to the policy which address this concern. The section of the policy that addresses the concern is provided here:

*If the spouse or domestic partner of a Monroe Community College employee enrolls in a course(s) and the employee may reasonably be expected to have evaluative, supervisory, instructional, or other professional responsibility over their spouse or domestic partner, the employee must report this information to the Executive Director for Human Resources and Organizational Development (or their designee) or the Title IX Coordinator (or their designee) so that alternative supervisory roles may be established by the Office of Human Resources and Organizational Development.*

2. Use of the word “current” in policy

A comment was provided that the use of the word “current” when addressing the relationship between an employee and a student as it relates to “evaluative, supervisory, instructional or other professional responsibility” is too open-ended.

**Administrative Response:** The Vice President for Diversity, Equity and Belonging and Executive Director, Downtown Campus acknowledges that the use of the work “current” could be interpreted in ways that are not consistent with the intent of the policy. The exclusion of the word “current” is recommended as it does not change the intent of the policy.