

<b>TITLE:</b>	<b>CONSENSUAL RELATIONSHIPS</b>		
<b>EFFECTIVE DATE:</b>	July 1, 2003		
<b>LAST REVISION:</b>	October 26, 2007	Policy No.	6.010.1

### Policy Statement

According to LCTCS policy # 6.008, the definition of consensual relationship is as follows:

**“consensual relationship”** (exclusive of marriage) includes a mutually agreed upon romantic relationship and/or a relationship involving physical intimacy.

The intent of this policy is to educate all Sowela Technical Community College employees of the professional risks associated with consensual relationships that involve a supervisor/subordinate or instructor/student relationship where an authority chain exists.

The Board of Supervisors of the Louisiana Community and Technical College System (LCTCS) has declared that “consensual intimate personal relationships, inclusive of dating, between administrative and/or supervisory employees of the various institutions of higher education under its management and control, and employees or students with whom these individuals enjoy a direct reporting relationship is contrary to the best interests of the LCTCS and the State of Louisiana. Specifically, such personal relationships may foster a lack of objectivity regarding the subordinate or student’s performance and can result in poor morale in the workplace or classroom. Moreover, conflict arising out of such relationships may subject the LCTCS [Sowela] and the State to inordinate litigation expense in defense of sexual harassment claims.”

If any such intimate personal relationships exist, they must be resolved by termination of the direct supervisory relationship between the parties involved. The maintenance of such intimate personal relationships must be resolved by terminating the direct supervisory or instructional relationship. Should a relationship as stated above be resolved, the subordinate and/or the supervisor may be reassigned without any loss of salary or benefits. Any personnel action taken will be in accordance with applicable Sowela and LCTCS policies and procedures.

“Appropriate staff shall review Faculty/student relationships that mirror supervisor/subordinate relationships and arrangements made to avoid any impropriety in the teaching/learning environment.”

Source of Policy: HR  
Related Policy: LCTCS

Responsible Administrator: Human Resources  
LCTCS Policy Reference: 6.008  
LCTCS Guideline Reference: NA

Approved by: \_\_\_\_\_  
Chancellor

Date: \_\_\_\_\_