



# COLLEGE of CENTRAL FLORIDA

## POLICY MANUAL

<b>Title:</b> RELATIONSHIPS BETWEEN EMPLOYEES / STUDENTS AND SUPERVISORS / EMPLOYEES	<b>Number:</b> 6.30 <b>See Procedures:</b> [ ] Yes [X] No	<b>Page:</b> 1 of 1
<b>Legal Authority:</b> Florida Statute 1001.64	<b>Board Adoption/Revision Approval Dates:</b> 2/25/03	

College of Central Florida is committed to fostering an educational climate characterized by professional and ethical behavior free of discrimination and conflict of interests. Amorous relationships<sup>1</sup> between employees and other persons within the College community<sup>2</sup> may impair or undermine the learning and work environments when the relationship is based on unequal authority or power, and when one person in the relationship is evaluating the other. Accordingly, it is the policy of the College of Central Florida that an employee shall not engage in an amorous relationship with another person within the College community over whom the employee exercises authority, or educational or professional responsibility.

### **Compliance**

Compliance with this policy requires that an employee involved in an amorous relationship recuse himself/herself from authority or evaluative role with respect to the other person. In rare cases where this would not be possible, arrangements must be made, in consultation with the appropriate supervisor, to assure that the relationship does not threaten the integrity of the educational process or impair the work setting.

### **Reporting, Investigation, Resolution**

Violation of this policy where an employee and student are involved will be reported, investigated and resolved according to the procedures established in the Student Grievance Procedure. Violation of this policy where a supervisor and an employee are involved will be resolved according to the procedures established in the Discrimination and Harassment Grievance for Employees.

Employees found to have violated this policy are subject to discipline, up to and including dismissal, in accordance with established policies.

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1 For the purpose of this policy, “amorous relationship” is defined as a consensual relationship of a romantic or sexual nature between a College employee and another person within the College community.

2 For the purpose of this policy, “person within the College community” includes students, full-time employees and part-time employees.