



[www.mybrcc.edu](http://www.mybrcc.edu)

**TITLE: CONSENSUAL RELATIONSHIPS**

**EFFECTIVE DATE:** January 20, 2015

**LAST REVISION:** Initial\*

Policy No. 219

**PURPOSE**

To provide clear direction to faculty and staff regarding the professional risks associated with consensual relationships in which a supervisor/subordinate and/or instructor/student authority chain exists.

**SCOPE AND APPLICABILITY**

This policy pertains to all BRCC Tenured and Non-Tenured Faculty and all Classified and Unclassified Staff.

**DEFINITIONS**

*Consensual Relationship* includes a mutually agreed upon romantic relationship and/or a relationship involving physical intimacy, exclusive of marriage.

**GENERAL PROVISIONS**

It is declared by the Board of Supervisors of the Louisiana Community and Technical College System (LCTCS) and Baton Rouge Community College (BRCC) that consensual intimate personal relationships, inclusive of dating, between administrative and/or supervisory employees of this institution of higher education and its management and control, and employees or students with whom these individuals enjoy a direct reporting relationship is contrary to the best interests of BRCC, 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.

**PROCEDURES**

- ▶ Tenured and Non-Tenured Faculty and Staff are responsible for notifying the dean of the division in which the faculty serves or the director of the department in which the staff serves, as well as the Office of Human Resources of a consensual relationship that is supervisor/subordinate or employee/student in nature.
  
- ▶ The dean of the division in which the faculty serves or the director of the department in which the staff serves and the Dean of Students shall review faculty/student relationships that mirror supervisor/subordinate relationships and arrangements shall made to avoid any impropriety in the teaching/learning environment.




[www.mybrcc.edu](http://www.mybrcc.edu)

- ▶ Intimate personal relationships will be resolved by terminating the direct supervisory or instructional relationship through the reassignment of the subordinate or the supervisor without any loss of salary or benefits to the employee.
- ▶ Any personnel action taken against Faculty or Staff will be in accordance with applicable BRCC Policy # 204 Employment Relationships, Discipline & Termination of Employment.

Source of Policy: LCTCS Policy #6.008

Related Policy: BRCC Policy # 204  
Employment  
Relationships, Discipline  
& Termination of  
Employment

Approved by:   
Chancellor Andrea Lewis Miller

Responsible Administrator: Human Resources

LCTCS Policy Reference: #6.008

LCTCS Guideline Reference: Article II Sect 2

Date: 1/20/2015