



PROVIDENCE
COLLEGE

Policy Title: Certain Consensual Sexual Relationships Prohibited; Mandatory Report
Applicability: Employees (Faculty, Staff, Administrators)
Oversight Division: Human Resources
Purpose: The purpose of this Policy is to inform employees of College prohibitions on relationships with students and/or with subordinates and to detail associated reporting requirements
Effective Date: August 2020 (previously part of the College's Sexual Misconduct Policy)

Policy

A dating, romantic and/or sexual relationship between two people who both genuinely desire, and voluntarily begin and continue, the relationship is “consensual.” A consensual dating, romantic, or sexual relationship between an employee and a student, or between a supervisor and a subordinate employee, however, can create actual or perceived conflicts of interest or bias, and can lead to abuses of power. Employees (faculty and staff), therefore, are not permitted to have a consensual romantic and/or sexual relationship with any student (undergraduate, graduate, continuing education). Employees (including faculty, department chairpersons, managers, and supervisors) also are not permitted to have a consensual romantic and/or sexual relationship with employees who are in their line of supervision or authority.

Employees are expected to be aware of their professional responsibilities, to promote trustworthy relationships with colleagues and students, and to avoid apparent or actual conflicts of interest, favoritism, or bias. Consequently, if an employee is in a consensual romantic and/or sexual relationship with a person who subsequently becomes a student at the College, or if an existing student is in a consensual relationship with a person unaffiliated with the College who subsequently becomes an employee at the College, the employee is required to disclose the relationship in a timely manner to the Sr. Associate Vice President for Human Resources. This official will determine what, if any, actions need to be taken to protect the integrity of the educational experience for the involved student and other affected students, and to preserve equal access to education programs or activities for the involved student and other affected students.

Similarly, if Employee A and Employee B, who are not in the same line of supervision or authority, enter into a consensual relationship, and subsequently Employee A is given supervisory status or authority over Employee B, Employee A is required to disclose the consensual relationship in a timely manner to the official listed above. This official will determine, what, if any, actions need to be taken to protect the integrity of the employment experience for Employee B and other affected employees. Employees who violate this Policy by neglecting their duty to disclose are subject to disciplinary action.