

2.6.1

FRATERNIZATION IN THE WORKPLACE

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Santa Rosa Junior College is committed to fostering the development of learning and working environments characterized by professional and ethical behavior. The College seeks to eliminate conflicts of interest, potential coercion by individuals who have authority over other individuals, sexual harassment, and unfair favoritism in the educational and working environment.

Romantic relationships between college employees, including instructors, administrators, and staff where one employee supervises, evaluates, or otherwise exercises employment related authority over the other employee are prohibited. Romantic relationships between College employees and students are also prohibited if the employee exercises any academic or employment authority over the student in an instructional or working environment.

Those who teach, counsel, administer programs, and supervise employees and students are in a position of trust and power. This trust is jeopardized by actual or perceived conflicts of interest, coercion, or favoritism. In the event of potential or actual romantic involvement, SRJC will assist such persons to find other teaching or supervisory assignments.

In offering such assistance SRJC will be guided by the following principles: non-gender bias, power neutrality, and non-status bias. When feasible, academic or employment assignments/reassignments will be made to minimize concerns and reasonable efforts at such assignments/reassignments will be attempted prior to disciplinary intervention.

All employees should keep in mind that initial consent to a romantic relationship does not preclude a charge of sexual harassment in the future.