



- CONSENSUAL RELATIONSHIP POLICY REVISIONS

QUESTIONS & ANSWERS

Q1. What has changed in the revised policy?

A1. The primary change is that romantic and sexual relationships between supervisors and their subordinates; and between faculty members and their students are prohibited. Under the former policy these relationships were merely discouraged.

Q2. Why was the policy revised?

A2. The revision is intended to ensure that the College provides work and academic environments free of hostility due to unwanted romantic and sexual advances from those in positions of power and authority.

Q3. What is the process for reporting existing relationships?

A3. Relationships must be reported to an HR Director in writing, and emails are acceptable. Written confirmation of receipt will be provided within 24 working hours.

Q4. I am a Director. Are relationships with employees who report to Supervisors who report to me prohibited?

A4. Yes, consensual relationships with all employees who are in your direct line of authority, as defined by the College organization chart, are prohibited. The organization chart may be accessed via the following link:

<https://ocs.lcc.edu/content/dav/lcc/LCC-All-Public/LCC-Org-Charts>

Q5. I am a Faculty Lab Technician. Are consensual relationships with students enrolled in the Labs that I support prohibited?

A5. Yes, any faculty member who is in a position to impact the students' evaluation and performance is prohibited from having consensual relationships with those students.

Q6. What is the reason for prohibiting consensual relationships for 4 months after the end of the class or academic nexus?

A6. This 4 month period is to ensure that such relationships are clearly consensual. In this respect the perceived power of the faculty member may not end abruptly on the last day of class, and may be influenced by factors such as grades, the grade appeal process, etc.