



## **Consensual Relationships CU-HR-76**

There are inherent risks in any romantic or intimate relationship between individuals in unequal positions of power.

Thus, except as otherwise provided herein, any romantic or intimate relationships in which power differentials are inherent are prohibited, which include, but are not limited to, the following:

1. relationships between students or applicants for admission and administrators, faculty, or any other Concord employee where a direct power differential exists between the student or applicant for admission and the employee;
2. relationships between a Concord employee holding a direct or indirect supervisory and/or evaluative role over the other person in the relationship; or
3. any other romantic or intimate relationship between students or applicants for admission and employees or between employees where any employment-related power differential exists between the persons in the relationship.

Notwithstanding the prohibitions in any romantic or intimate relationship prohibited, a relationship that exists prior to the creation of a power differential between the individuals involved in the romantic or intimate relationship shall not violate this policy if:

1. the individuals in the relationship report the existence of the relationship upon the creation of the power differential and
2. the individuals consent to the removal of any potential power differential that could exist.

This may require appropriate administrative action, including but not limited to, shifting or otherwise relocating an employee to a separate department or reporting capacity from the other individual involved in the relationship or the shifting of grading or other decision-making responsibilities of a faculty member which affect a particular student in the case of a pre-existing relationship with that student.

Issues may also arise in the educational setting or workplace from romantic or intimate relationships between students or applicants for admission and Concord employees or between Concord employees where a direct or indirect supervisory and/or evaluative role or other power differential does not exist between the persons in the relationship. Thus, while not prohibited, such relationships are highly discouraged.

If a relationship develops that falls under this policy, the student, applicant for admission, or employee involved in the relationship must timely report the existence and termination, if any, of such relationship as follows:

1. applicants for admission and students shall report to the Provost and Vice President for Academic Affairs, and
2. employees shall report to the Chief Human Resources Officer (CHRO).

Once a relationship is reported, the Provost and CHRO, respectively, shall inform the persons involved in the relationship of Concord's standards concerning consensual relationships, may set parameters while the persons are on campus, and may take other steps as appropriate.

Persons who engage in any relationship prohibited by this policy who fail to timely report shall be subject to administrative action, up to and including termination of employment or dismissal from Concord, as applicable.

Intent to Revise Approved by Concord University Board of Governors: August 13, 2020

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