



ADMINISTRATIVE POLICY

Policy Type:	Relationships with Students
Policy Number:	1728
Date Adopted:	1/12/2011
Date Last Reviewed:	11/14/18
Version:	4.0
Review Cycle:	Biennial
Office Responsible:	Human Resources
Reviewing Committee:	N/A
Related Laws:	N/A

Policy Summary: The integrity of the employee relationship with students is the foundation of Jackson College's (JC) educational mission. This relationship vests considerable trust in employees, who, in turn, bear authority and accountability as mentors, educators, evaluators and resources. The unequal institutional power inherent in this relationship heightens the vulnerability of the student and the potential for a conflict of interest and the possibility of real or perceived coercion. The integrity of the professional relationship between employees and students must be protected from influences or activities that can interfere with learning goals and ideals of the College.

Policy: As a matter of sound judgment and professional ethics, all JC employees shall not engage in personal relationships with students that compromise the professional and/or instructional relationship or that pose an apparent or actual conflict of interest.

Personal relationships that involve the exchange of funds, personal resources, or that are romantic or sexual in nature are of expressed concern and are prohibited in an instructor/supervisor to student/subordinate relationship. Relationships of this nature can result in complaints of sexual harassment or concerns about undue access or advantage, favoritism, restricted opportunities, or unfavorable treatment. These concerns are damaging whether the favoritism is real or perceived and create a risk for both the employee and the College.

Current and prior personal relationships between an employee and student that could result in a risk to the College shall be disclosed by the faculty/staff to either their immediate supervisor or the VP of Administration and Human Resources. Determination shall be made, in consultation with the VP of Administration and Human Resources, regarding the need for intervention or corrective action.

This policy does not supplant situations covered under JC's sexual harassment policy, or other policies regarding conflict of interest.

Change Log:

<u>Date Of Change</u>	<u>Description of Change</u>	<u>Responsible Party</u>
11/16/11	Change log added	A. Goings
9/2/2014	Title and name change updated	C. Allen
06/15/2016	Annual Review	C. Allen
09/24/18	Annual Review	C. Allen