



## EMPLOYEE/STUDENT RELATIONSHIPS

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### **POLICY**

Successful professional relationships between employees and students are built on mutual respect and trust. Employees must acknowledge the power differential between employees and students as well as the dangers of power abuse or exploitation by either party. Because of the potential for abuse of power or even the perception of abuse of power, employees will be required to maintain a high level of professionalism when interacting with students.

Employee/student relationships must not violate the college's standards of ethics and professionalism or jeopardize the college's mission by creating the impression of favoritism or unfairness in professional interactions, including those that take place in the classroom. Employees are expected to be conscious of their professional boundaries to avoid conflicts of interest, favoritism or bias, whether real or perceived.

Therefore, the college prohibits intimate or close personal relationships between employees and students except in instances when a disclosed, existing relationship exists prior to matriculation or employment. Such disclosure is required so that the college can take any necessary steps to help avoid potential issues. Such disclosure must be made to the college's Compliance Officer or Director of Human Resources.

Off-campus interactions between employees and students should be limited to school-sponsored activities such as club activities, Health Center-sponsored community events, and/or formal continuing education events.

Violations will result in disciplinary action, up to and including termination.