

## **Policy Prohibiting Close Personal Relationships in Teaching, Mentoring, and Supervisory Activities**

The college is committed to maintaining a learning and work environment that is free from unlawful harassment as well as from the potentially adverse effects that can arise from close, personal relationships in the course of teaching, mentoring, or supervisory activities, including those involving students.

Such relationships at the college may interfere with the ability of the teacher, mentor, or supervisor to act fairly and without favoritism, or may contribute to the perception of favoritism.

Except where explicit approval has been obtained, in writing from the Provost or from another cognizant officer of the college at the level of vice president, no person who provides teaching, mentoring, or supervisory functions at the college may participate in a close, personal relationship with an individual who is a member of the college community for whom that person provides, or may (by virtue of college-permitted or college-assigned position or functions) reasonably may be expected in the future to provide, teaching, mentoring, or supervision.

“Supervision” includes grading or other academic evaluation, tutoring for pay, job evaluation, hiring decisions, and those pertaining to promotion, the direct setting of salary or wages, and the determination of internship, educational, or employment opportunities, references, or recommendations. A “supervisor” is anyone who oversees, directs, or evaluates the work of others, including, but not limited to, managers, administrators, coaches, directors, deans, chairs, and advisors.

“Close personal relationships” include marriage, domestic partner, dating, sexual, and similar close, personal relationships, even if they are consensually undertaken. “Close personal relationships” do not include the usual and customary socializing at the college of teacher-student; mentor-mentee; supervisor-employee; faculty member-graduate student; coworkers; and supervisor-student employee.