

Amorous Relationships Policy

Division of Student Engagement

Policy Owner: Dean of Student Engagement and Human Resources

Effective date: June 1, 2018

Approval date: June 1, 2018

Schedule for Review: Spring 2030

Policy Summary:

This policy is to establish guidelines that include what kinds of amorous relationships between members of the College community are prohibited and resolve evaluative or supervisory responsibilities between two individuals who are in an amorous relationship.

Policy Statement:

- I. Amorous Relationships exist when two individuals mutually and consensually understand a relationship to be romantic and/or sexual in nature. When one party has a professional relationship with the other or stands in a position of authority over the other, even an apparently consensual amorous relationship may lead to sexual harassment or other breaches of professional obligations.
- II. Fort Lewis College prohibits all faculty and staff from pursuing amorous relationships with students whom they are currently supervising, advising, or teaching. Anyone involved in an amorous relationship with someone over whom they have supervisory power must recuse themselves from decisions that affect the compensation, evaluation, employment conditions, instruction, and/or the academic status of the subordinate involved.
- III. Any individual in authority who is or has been involved in an amorous relationship with a person whom they may be called upon to evaluate must promptly report this fact to their supervisor. The supervisor shall then report the matter to the Director of Human Resources and the Title IX Coordinator. The Supervisor, Human Resources Director, and Title IX Coordinator shall develop an appropriate plan to ensure the individual in authority does not evaluate nor participate in discussions and decisions that affect the compensation, evaluation, employment conditions, instructions, and/or academic status of the subordinate involved.
- IV. It is the responsibility of the Title IX Coordinator to determine if there is a violation of the Sexual Misconduct Policy.
- V. Any individual who violates this policy is subject to disciplinary action commensurate with the offense.

Reason for the Policy:

To clarify what kinds of amorous relationships between FLC members are prohibited and must be reported in order to maintain professional and ethical learning and work environment.

Responsibilities:

For following the policy: All FLC employee regardless of their Employment classification.

For enforcement of the policy: All supervisors, Title IX Coordinator, Director of Human Resources

For oversight of the policy: President

For procedures for implementing policy: All supervisors, Title IX Coordinator, Director of Human Resources

For notification of policy: Policy Librarian

Procedures:

- I. All academically eligible applicants for admission who have responded affirmatively to the Conduct Statement on the application for admission will be referred to the Dean of Student Engagement or designee (hereinafter, the DSE) for review.
- II. The DSE may: (1) request additional information from the applicant (including documentation from the court that verifies the charges and the outcome of the case; documentation from the court or probation officer that indicates the terms of probation and verifies completion of probation requirements, if applicable; and a personal statement, to include an explanation of how and why the incident(s) occurred and any personal adjustments the applicant has made as a result of the incident(s); (2) request a meeting with the applicant; and (3) make a recommendation to approve or deny admission, provided all other admission requirements are met, with or without certain restrictions and/or conditions as deemed necessary given the nature of the crime. Such restrictions and/or conditions may include, but are not limited to, post-enrollment meetings with the DSE and/or FLC Police, denial of the right to participate in certain College programs or activities, and restriction from on-campus facilities, including Student Housing.
- III. If admission is recommended without any restrictions and/or conditions, the DSE will notify the Office of Admission of the decision, and the Office of Admission will notify the applicant of the admission decision.
- IV. The DSE will notify the applicant and the Office of Admission if the admission is recommended with restrictions and/or conditions. Additionally, the DSE will notify the FLC Police, Student Housing, or any other offices of the restrictions and/or conditions of admission, as needed. The Office of Admission will notify the applicant of the admission decision.

Review and Revision History:

This policy replaces Section 3. Consensual Relationships Sexual Misconduct Policy (dated August 29, 2016). Reviewed and Titles updated, 2025.