


Amorous Relationships Policy

	<p>Policy identification number:</p> <p>File: Responsible Conduct Policies</p> <p>Amorous Relationship Policy</p> <p>Policy Summary</p> <p>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.</p>
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Policy Owner	Approval Date	Effective Date
Vice President, Student Affairs	June 1, 2018	June 1, 2018

Search Terms	Scheduled for Review
amorous, relationship, vpsa, a	Spring 2023

I. 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 towards 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 he or she has supervisory power must recuse himself or herself 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 his or her supervisor. The supervisor will then arrange to see that 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. Any individual who violates this policy is subject to disciplinary action commensurate with the offense. FLC may also elect to have such matters be reported to the Title IX Coordinator to be processed under the Sexual Misconduct Policy.

II. Reason for Policy

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

III. Responsibilities

For following the policy: All employees 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 notification of policy: Policy Librarian

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

IV. Revision History

This policy replaces Section 3. Consensual Relationships Sexual Misconduct Policy (dated August 29, 2016).