

**TITLE: PERSONNEL-RELATIONSHIPS WITH STUDENTS**

The integrity of the faculty/staff relationship with students is the foundation of Gogebic Community College's (GCC) educational mission. This relationship vests considerable trust in faculty and staff, 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 faculty/staff members and students must be protected from influences or activities that can interfere with learning goals and ideals of the College.

As a matter of sound judgment and professional ethics, all GCC employees shall avoid 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 Dean or the Director of Human Resources. Determination shall be made, in consultation with the Director of Human Resources, regarding the need for intervention or corrective action.

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

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