



**LOUISIANA DELTA**  
COMMUNITY COLLEGE

## **POLICIES & PROCEDURES**

**Title: Consensual Relationships**

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**Department: Human Resources**

### **Policy**

Delta Community College adheres to the LCTCS policy on Consensual Relationships (policy # 6.008):

The definition of “**consensual relationship**” (exclusive of marriage) includes a mutually agreed upon romantic relationship and/or a relationship involving physical intimacy.

The LCTCS acknowledges its responsibility to provide clear direction to its College campuses about the professional risks associated with consensual relationships in which a supervisor/subordinate and/or instructor/student authority chain exists. Such situations jeopardize the efficiency of any organization as well as the integrity of academic or employment decisions.

Due to this responsibility, it is declared by the Board of Supervisors of the Louisiana Community and Technical College System (LCTCS) that consensual intimate personal relationships, inclusive of dating, between administrative and/or supervisory employees of the various institutions of higher education under its management and control, and employees or students with whom these individuals enjoy a direct reporting relationship is contrary to the best interests of the LCTCS and the State of Louisiana. Specifically, such personal relationships may foster a lack of objectivity regarding the subordinate or student’s performance and can result in poor morale in the workplace or classroom. Moreover, conflict arising out of such relationships may subject the LCTCS and the State to inordinate litigation expense in defense of sexual harassment claims. The maintenance of such intimate personal relationships must be resolved by terminating the direct supervisory or instructional relationship. Either reassignment of the subordinate or the supervisor without any loss of salary or benefits can do this to either party. Any personnel action taken will be in accordance with applicable LCTCS policies and procedures.

Appropriate staff shall review Faculty/student relationships that mirror supervisor/subordinate relationships and arrangements made to avoid any impropriety in the teaching/learning environment.