

Last Revised  
May 24, 2016  
Last Reviewed  
May 24, 2016

## **BP 3436 CONSENSUAL RELATIONSHIPS**

### **References:**

No specific references

**NOTE:** *This policy is unique to the SJECCD.*

The District prohibits its employees from engaging in sexual relationships with individuals employed by the District over whom they have a direct line of supervisorial relationship. Examples include, but are not limited to, managers, supervisors, and their subordinates. Because of the differential in the level of authority, such relationships could lead to charges of coerced submission or sexual harassment, even if there was apparent consent.

In addition, the District prohibits instructors from engaging in consensual, sexual relationships with students who are enrolled in a class that they are currently teaching, and counselors are prohibited from engaging in consensual sexual relationships with students whom they are currently counseling.

A manager's, faculty member's, or supervisor's liability protection under California statute will not protect the individual in subsequent litigation arising from the relationship's effect on the student or employee.

See Administrative Procedure 3430 titled Prohibition of Harassment

Also see the AFT 6157 Collective Bargaining Agreement