

COLUMBUS STATE COMMUNITY COLLEGE
POLICY AND PROCEDURES MANUAL

SEXUAL MISCONDUCT

Effective April 15, 1999

Policy No. 3-35

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- (A) The policies and procedures of Columbus State Community College are designed to establish and preserve the academic mission of the college, and sexual misconduct in the work or academic setting will not be tolerated. Sexual misconduct is a serious violation of college policy and procedures, and offenders will be subject to appropriate college adjudication processes and the full range of disciplinary action contained in college policy, up to and including discharge or dismissal.

- (B) The college seeks to provide and maintain a professional learning and working environment and considers consensual sexual relationships in which one individual has direct responsibility for the evaluation of the other, or has responsibility for supervising, advising, or counseling the other in the course of carrying out his/her job responsibilities, to be unprofessional and subject to disciplinary action up to and including discharge or dismissal.
 - (1) For example, such consensual sexual relationships are prohibited when a student is enrolled in a class taught by the faculty member, is an advisee, or is in some other way subject to the faculty member's supervision as the faculty member carries out his/her job responsibilities. Also prohibited are consensual sexual relationships between staff or administrative employees and the students or employees they supervise, professionally advise, or counsel in the course of carrying out their job responsibilities.

 - (2) To avoid being in violation of the sexual misconduct policy, those involved have the responsibility to notify the EEO Officer about their relationship and to seek a reasonable resolution.

- (C) The college will provide annual educational information for students and employees to promote awareness and prevention of sexual misconduct.

- (D) The registering of a complaint will in no way be used against the employee or student, nor will it have an adverse impact on the individual's employment or student status. However, any individual knowingly or maliciously making a false or frivolous allegation of sexual misconduct will be subject to disciplinary action up to and including discharge or dismissal.

- (E) Procedures related to this policy are detailed in Sexual Misconduct Policy No. 3-35 (E).