

## PERSONNEL, NEBRASKA STATE COLLEGE SYSTEM

**POLICY: 5019 Consensual Relationships**

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The Board does not prohibit consensual relationships between two employees or between an employee and a student; however, it does prohibit consensual relationships (romantic or sexual) where a power differential exists. Examples of power differentials include, but are not limited to: a supervisor and an employee, a faculty member and a student, and a coach and an athlete. A power differential exists when one party has influence or control over the other party's employment, grades, degrees, evaluations, promotions, tenure, scholarships, or awards, for example.

A power differential makes mutual consent inherently suspect and raises potential concerns regarding a conflict of interest. Even the mere appearance of such bias may seriously disrupt the academic or work environment at the College.

Employees should not initiate, accept, or enter into a relationship (romantic or sexual) where a power differential exists. If an employee is in such a relationship, the employee with the power differential (holding the power advantage), has a special burden of accountability and must take immediate remedial steps to:

- 1) Disclose the relationship to the Director of Human Resources; and,
- 2) Cooperate with College administration to effectively remove himself or herself from a position of influence or control over the other individual in the relationship.

Failure to adhere to this policy may result in corrective or disciplinary action up to and including termination of the employee holding the power differential, regardless of the consensual nature of the relationship.