



Board Policy 426: Restrictions Regarding Personal Nonprofessional Relationships

Personnel

All District personnel should avoid conflicts of interest, favoritism, or bias in academic, counseling, evaluative or supervisory situations. Any personal relationship leading to concerns, or leading to the appearances of such concerns, would be contrary to the interests of the District, its students, faculty, administrators and staff and the public interest. Consent by the student, employee or client involved in a personal relationship is not sufficient to protect the integrity of the professional relationship.

Therefore, faculty members are prohibited from participating in or continuing personal relationships with students enrolled in their classes or with students whom they otherwise evaluate, grade, counsel, or supervise. Likewise, administrators, supervisors and non-faculty professional staff involved in counseling students and/or clients are prohibited from participating in consensual relationships with those whom they or their departmental colleagues supervise, evaluate or counsel. Whenever such a consensual relationship situation arises, the employee involved shall report the situation immediately to his or her direct supervisor or Vice President of Administration. The supervisor, in consultation with the Vice President of Administration, shall take steps to address the situation.

(For purposes of this policy, “faculty” shall include all Regular or Adjunct District employees who teach or counsel students).

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Legal Reference

None

Related Administrative Rules and Regulations

None

Revision History

October 14, 2009; November 12, 2008

Formerly Board Policy 424