

**TALLAHASSEE COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES
P O L I C Y**

<p>TITLE: Professional Relationships – (Employees/Students, Supervisors/Employees)</p>	<p>NUMBER: 04-18</p>
<p>AUTHORITY: Florida Statute: 1001.64, 1001.65 Florida Administrative Code: 6A-14.0261</p>	<p>SEE ALSO:</p>
<p>DATE ADOPTED: 12/01/97; Revised 11/22/10</p>	

Implicit in the concept of professionalism is the recognition by those in positions of authority that their relationships with students or other employees may include an element of power. It is incumbent on those with authority not to abuse, or seem to abuse, the power with which they are entrusted.

Therefore, the initiation of or consent to an intimate or sexual relationship between an employee of the College and any current student of the College for whom the employee has direct professional responsibility is unacceptable. Such an intimate or sexual relationship may have the effect of undermining the atmosphere of trust on which the educational process depends. If a complaint is filed by the student, it is defined as a complaint of sexual harassment.

The untoward initiation of or consent to an intimate or sexual relationship is also unacceptable between a supervisor and an employee for whom the supervisor has direct professional responsibility. If a complaint is filed by the employee, it is defined as a complaint of sexual harassment.