

MAINE COMMUNITY COLLEGE SYSTEM

GENERAL ADMINISTRATION  
Section 215

**SUBJECT: CONSENSUAL ROMANTIC AND SEXUAL RELATIONSHIPS**

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**PURPOSE: To prohibit certain consensual romantic and sexual relationships.**

Romantic or sexual relationships between employees and students or between certain employees within the MCCS that begin consensually can end acrimoniously. Such endings can and do subsequently lead to claims of unprofessional conduct, sexual harassment in violation of MCCS Policy 202, and/or a conflict of interest in violation of MCCS policy. Such claims, even if ultimately determined to be without merit, are often expensive and time-consuming for the MCCS, and difficult for the individuals involved. Accordingly, the MCCS prohibits consensual romantic or sexual relationships between employees when one employee supervises or otherwise has authority over the other employee, and between an employee and a student when the employee instructs, advises or otherwise has authority over the student. Employees who violate these prohibitions are subject to counseling and/or disciplinary action.

In addition, consensual romantic or sexual relationships between an employee and a student located on the same campus, even when the employee does not instruct, advise or otherwise have authority over the student, can give rise to the same claims described above. Consequently, the MCCS strongly discourages such relationships between an employee and a student located on the same campus.

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REFERENCES: *MCCS Policy 202*

DATE ADOPTED: January 24, 2018

DATE(S) AMENDED: July 8, 2020