



STEPHENS COLLEGE

Consensual Relationships Between Employees Policy

Effective Date: 3/10/2022

A. POLICY STATEMENT

Stephens College is dedicated to providing all employees with a working environment free of all forms of harassment or exploitation. Because there are special risks inherent in intimate, romantic or sexual relationships between individuals in inherently unequal power positions – including the increased potential for conflict of interest, exploitation, coercion, favoritism, and bias – establishment of or involvement in a consensual intimate, romantic or sexual relationship between employees of Stephens College are prohibited when one individual has direct supervisory or evaluative responsibility over the other.

B. SCOPE

This Policy applies to all employees of Stephens College.

C. RESPONSIBILITIES

All alleged violations should be reported to the Director of Human Resources, who will meet with the parties involved and others as deemed appropriate, to address the complaint as expeditiously as possible.

Every reasonable effort will be made to preserve confidentiality and protect the privacy of all parties in the course of the investigation.

D. VIOLATIONS

Violations of this policy shall be considered misconduct and will be subject to disciplinary action, up to and including termination.

E. CONTACT

Inquiries concerning the Consensual Relationships Between Employees Policy may be directed to the Director of People Operations or the Title IX Coordinator.

Director of People Operations: Martin Logan, LRW 306; Campus Box 2036; (573) 876-7172;
mlogan@stephens.edu

Title IX Coordinator: Alexandra Bryan, LRW 342; Campus Box 2001; (573) 876-7230;
abryan@stephens.edu