

Claremont McKenna College

Fraternization Policy

Background / Purpose:

Fraternization policies require a delicate balance between establishing appropriate workplace norms and acknowledging a faculty or staff member's right to privacy. The following fraternization policy is focused on supervisor/subordinate relationships as it is these relationships that cause the most concern for potential sexual harassment. The following fraternization policy is also based on the staff member's duty to provide notice to the appropriate College representative if a relationship develops so that the College can take appropriate action.

Policy

CMC is committed to avoiding situations which may generate complaints of favoritism and sexual harassment. Staff members who hold a position as a supervisor or manager are strongly encouraged to refrain from becoming romantically involved with any subordinate and are prohibited from becoming romantically involved with a subordinate over whom they have direct authority or the authority to influence their working conditions. Similarly, all staff members are strongly encouraged to refrain from becoming romantically involved with any student and are prohibited from becoming romantically involved with a student over whom they have direct authority or the authority to influence their educational conditions.

In the event a romantic relationship develops, the staff supervisor/manager (or any staff member in the case of a relationship with a student) must report the relationship to the Vice President for Academic Affairs and Dean of the Faculty (if a faculty member) or to the Director Human Resources (if a staff member) in order to allow CMC to take appropriate action (including, by way of example but not limitation, a possible transfer of one of the individuals involved). Faculty or staff members who fail to report such a relationship may face disciplinary action, up to and including termination. Staff who have questions about this policy may contact Human Resources Director.