



## 603.1.1 - Consensual Relationships

### Purpose:

The purpose of this policy procedure is to operationalize BSC policy 603.1.1 Consensual Relationships.

### Procedure:

Where there is a power differential and because of potential and/or conflict of interest, Bismarck State College discourages such consensual relationships.

However, if a romantic or sexual relationship exists or develops between individuals having a power differential within the college, the person with the greater power must report the relationship, including the name of the other individual, to an appropriate supervisor. The individual who does not have direct or indirect authority is also encouraged to report the relationship to the supervisor of the individual with whom they are involved.

For example, an instructor shall report the matter immediately to the Assistant Dean and Dean, and an employee shall report it to his/her supervisor. In each case, the administrative supervisor shall make suitable arrangements for the objective evaluation of the student's, employee's, or prospective employee's academic or job performance and for the protection of individual and College interests.

Failure to report such relationships may lead to disciplinary actions up to and including termination.

### References:

State Board of Higher Education Policy Manual Section 603.1 [Harassment and Discrimination.docx \(sharepoint.com\)](#)

### History of This Policy Procedure:

First policy draft October 10, 1997.

Revisions – September 17, 2015; October 18, 2016.

Reviewed by Campus Council on October 11<sup>th</sup>, 2023, and reviewed by the Executive Council on October 18<sup>th</sup>, 2023. Approved by the President on November 16<sup>th</sup>, 2023.



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// POLICY PROCEDURE //

