

NEWPORT SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: CONSENSUAL
RELATIONSHIPS AND
SUPERVISING EMPLOYEES

ADOPTED: September 21, 2009

REVISED:

<p>1. Purpose</p> <p>2. Definitions</p> <p>3. Guidelines</p>	<p style="text-align: center;">404.2. CONSENSUAL RELATIONSHIPS AND SUPERVISING EMPLOYEES</p> <p>The Board strives to provide a safe, positive working climate for its employees. Therefore, it shall be the policy of the district to maintain an employment environment in which personal relationships that may be perceived as conflicts of interest are discouraged and, when necessary, are addressed in an appropriate manner.</p> <p>Personal Relationship - the term personal relationship includes, but is not limited to the following activities: dating, engaging in an intimate relationship, sharing the same household or living together.</p> <p>Supervisory Functions - include but are not limited to monitoring or reporting on job performance, enforcing compliance with workplace rules and policies, tracking absences or time worked, approving professional development, and making initial assessments, with reports, recommendations or decisions regarding personnel actions.</p> <p>Immediate Supervisor - the person who performs supervisory functions regarding an employee at the first supervisory level. Where different persons with respect to the same employee perform such supervisory functions at the first level, all of the persons performing one or more of such supervisory functions with respect to that employee are considered to be an immediate supervisor.</p> <p>Romantic and/or sexual relationships between the school personnel and administrators or between other supervisors and subordinate employees have the potential for adverse consequences, including the filing of charges of harassment. Given the fundamentally asymmetric nature of the relationship where one party has power over another, the apparent consensual nature of the relationship is inherently suspect.</p>
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<p>4. Delegation of Responsibility</p>	<p>Even when both parties have consented to the relationship, there may be perceptions of conflicts of interest or unfair treatment of others. Such perceptions undermine the atmosphere of trust essential to the educational process or the employment relationship. Under such circumstances, the person in the position of supervision must immediately report the relationship to his/her immediate supervisor and/or Superintendent.</p> <p>Once the consensual relationship is reported, the immediate supervisor and/or Superintendent is responsible for eliminating or mitigating the primary conflict of interest between the involved parties to a reasonably feasible extent ensuring that fair and objective processes are in place for decisions relative to professional assignments, performance evaluations and all other responsibilities of the administrator. Revised supervisory arrangements must be documented and reported to the Board.</p>
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