

# POLICY

Number: 3.5.15  
Title: Non-Fraternization  
Authority: Title 59, Chapter 53, Sections 810-860 of the  
1976 Code of Laws of South Carolina, as Amended  
Responsibility: Vice President, Human Resources and Employee Relations

Original Approval Date: 04-10-2008  
Last Cabinet Review: 01-06-2016  
Last Revision: 01-06-2016

---

Chairperson

## DISCLAIMER

**PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY.**

It is the policy of the State Board for Technical and Comprehensive Education to prohibit inappropriate<sup>(25)</sup> relationships between persons in inherently unequal positions to include, but not limited to: administrators, supervisors, faculty, staff or students that interfere<sup>(26)</sup> with the learning or work environment. It is possible to violate this policy even if both employees are administrators, supervisor's faculty, staff or students who exercise influence, authority, or control over the other employee or student. (e.g. division head and faculty member). Since administrators and faculty members hold positions of authority and have influence, control, or supervision (either directly or indirectly) over staff and/or students, then engaging in romantic or sexual relationships may lead to claims of sexual harassment, uncomfortable working relationships, morale problems, complaints of favoritism, questions regarding academic achievement, and the appearance of impropriety.

Employees who violate this policy will be subject to discipline, up to and including termination of employment. Any students who violate this policy will be subject to discipline as outlined in the Student Code of Conduct.

If you have a question regarding this policy or its applications, please contact Human Resources. Such inquiries will, to the extent possible, be treated as confidential.

<sup>(25)</sup> *Inappropriate relationships include, but are not limited to the following: inappropriate physical touching, sexually suggestive conversations, and/or romantic or sexual relationships between faculty and student, supervisor and employee, mentor and trainee, advisor and advisee, teaching assistant and student.*

<sup>(26)</sup> *To interfere with the learning or work environment, conduct may include, but not be limited to the following: creating real or apparent conflicts of interest, causing disruptions, creating a negative or unprofessional work environment, or presenting concerns regarding supervision, safety, security, or morale.*