

College Council
June 14, 2007

Members present: Bob Baldwin, Siv Serene Barnum, Sheila Broderick, Sonya Christian, Andrea Newton, Jim Salt, Mary Spilde

Unable to attend: Dan Dawson, Craig Taylor, Dan Timberlake

Guests: Kate Barry, Greg Morgan, Tracy Simms

May 10 notes were approved.

Proposed Policy Revision – Harassment, sexual

The version of this policy reviewed by the council last year included consensual relationships. That section is now deleted. **The policy was unanimously approved.**

Proposed Policy Revision – Consensual sexual or romantic relationships

Barry reported that the Student Affairs Council has approved this policy; the Diversity Council has reviewed it but did not reach consensus. The key feature is that in a romantic relationship, the person with the most authority has the responsibility to sever any oversight role.

Discussion Points:

- By statute, classified staff have no supervisory role
- In some cases, classified staff do evaluate work study students or do oversee the work of other classified staff with less seniority.
- If one classified staff member has supervision over another classified staff member, that relationship violates law and should be corrected by the college
- The words “oversight responsibility” were added to this policy to apply to classified staff
- This policy provides an affirmative standard for professional conduct
- “Oversight” and “romantic” must be defined
- The law does apply a subjective interpretation – i.e., what is reasonable, what can be reasonably inferred
- In subjective supervision (based on feelings rather than facts) a person may not be aware of his or her authority over another person, but would be still be held responsible.
- Anyone who reads the policy should know whether it applies to him or her
- A staff member who has taken appropriate steps to end the supervision of another staff member or student because of the perception of a romantic

- relationship should not be forced to document those steps – this violates privacy rights
- Documentation provides protection for all parties involved, and sanctions the steps taken to correct the situation
 - People should not be required to document that they are doing nothing wrong

A proposal to approve the policy with a change to the wording around steps to be taken by a staff members to remove themselves from any professional decision making passed with limited consensus. Kate Barry will forward the council a copy of the revised wording.

Planning Subcommittee

Subcommittee members distributed proposals for next year's unit planning, including a recommendation to discuss repurposing budget allocation to best advance the strategic priorities of the college. Council members will review the unit planning process.

Future agenda items

Unit Planning Process

Budget Development Process

Governance and College Policy-Procedures Integration

Governance Structure Assessment

Chair Election

Safety-Lock-Down Policy

Summer meeting date-time – to be determined.

Meeting adjourned: 3:40pm

Recorder: Mary Bolton