

CONSENSUAL RELATIONSHIP COMPLAINT PROCEDURE**Filing a Complaint:**

Any employee or student who believes he or she has been negatively impacted by a violation of this policy can file a complaint. In the event the college becomes aware of an inappropriate consensual relationship, it may initiate an investigation.

Questions, concerns, or complaints relating to the conduct covered by this policy should be directed to any of the following:

- The **director of Human Resources**
- The **executive dean—Governance**
- The **executive dean—Student Development & Learning Resources**
- The **director of Legal Resources**

An individual who needs an accommodation (*e.g.*, sign language interpreter, print materials in an accessible format) should inform the person who is going to take the complaint so appropriate accommodation can be made.

The following information must be provided to file a complaint:

1. The complaining party's name and contact information;
2. The name or description of the person, or identifiable information, who is alleged to have violated the policy;
3. A description of the alleged violation.

Although Chemeketa encourages reports or complaints to be filed as soon as possible, all claims must be brought within statutory time frames.

The person receiving the complaint will consult with the **director of Human Resources** who will determine the appropriate course of action. In the event the **director of Human Resources** has a conflict, the **executive dean—Governance**, **executive dean—Student Development & Learning Resources**, or **director of Legal Resources** will assume the duties of the **director of Human Resources**. An informal resolution to the complaint may be pursued.

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CONSENSUAL RELATIONSHIP COMPLAINT PROCEDURE (continued)

Filing a Complaint
(continued):

If a formal investigation is determined appropriate, the **director of Human Resources** will be responsible for the investigation. The investigation will be done as promptly and impartially as possible. The **director of Human Resources**—in consultation with other individuals such as the executive dean, legal counsel, and appropriate administrators—will determine if a violation of the policy has occurred and recommend the appropriate action in accordance with association contracts and applicable law.

The person who made the complaint will be notified as soon as practicable when the investigation is complete and whether the claim was found to be substantiated, unsubstantiated or inconclusive.

June 7, 2006

Adopted by College Council
August 13, 2007

Revised

April 25, 2012

Revised by College Executive Administration