



4.5.050

Professional Boundaries and Relationships Policy

Date of last board of trustees review: October 14, 2026

The originator of this policy is People and Workplace Culture. Questions regarding this policy may be directed to the originator by calling 801-957-4210.

1. Policy

This policy outlines the professional boundaries that must be maintained in relationships between 1) students and college representatives with any official role in the student experience, 2) employees and other employees, and 3) employees and their supervisors. It also specifies the actions required to prevent and address situations that violate these professional boundaries. This policy applies to all college representatives.

2. References

Waivers of Immunity, Utah Code Ann. § 63G-7-301.

4.5.050

Professional Boundaries and Relationships Procedure

Date of last cabinet review: July 29, 2026

The originator of this procedure is People and Workplace Culture. Questions regarding this procedure may be directed to the originator by calling 801-957-4210.

3. Definitions

- A. Academic Instruction and Student Experience of Current Students: includes, but is not limited to, assigning grades, evaluating clinical performance, awarding scholarships or research opportunities, or, in an official capacity, providing references or recommendations.
- B. Academic Unit: an organizational subdivision of the college, such as a department, division, school, or program (or equivalent), that administers academic instruction, curricula, or educational programs.
- C. Advisor or Mentor: any person designated or who takes on the responsibility of providing guidance, support, or mentoring to a student or college employee.
- D. Athletics Coach: any person hired in an instructional role for an athletics team or club.
- E. College Representative: includes any person who acts on behalf of the college regarding any student or employee. This includes, but is not limited to, an instructor, professor, current or former athletic manager, coach, counselor, supervisor, recreational leader, or medical provider. Student employees are not college representatives for the purpose of this policy.
- F. Course Instructor: any person assigned to instruct or aid in the instruction of any course, or oversee any educational experience of a student at the college.
- G. Household Member: an individual with whom an employee shares a residence and with whom the employee has a familial, domestic, or romantic relationship, such that the relationship may create an actual, potential, or apparent conflict of interest.
- H. Relatives: includes parent, sibling, spouse, child, grandparent, grandchild, domestic partner, aunt, uncle, niece, nephew, first cousin, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, and any step-relatives of the same degree.

- I. Student: all people attending SLCC courses, both full- and part-time.
- J. Student Experience: all instructional, educational, student support services, or related activities provided to a student.
- K. See [Personnel Definitions](#)

4. Procedures

A. Professional Boundaries Concerning Relatives

- 1. No college representative may act on behalf of the college regarding the student experience of a student who is their relative.
- 2. All college employees must follow the [Employment of Relatives or Household Members Policy](#).

B. Professional Boundaries in Supervision

- 1. No college representative or employee may supervise an employee with whom they are having or have had a sexual or romantic relationship within the last three years.

C. Professional Boundaries in Academic Instruction and Student Experience of Current Students

- 1. No non-faculty college representative may engage in a sexual or romantic relationship with a current student:
 - a. who is in the same academic unit (department or equivalent) as the college representative; or
 - b. for an athletics coach, compliance staff, mentor, or advisor in their area of responsibility.
 - c. No faculty representative may engage in a sexual or romantic relationship with a student for whom they have direct assessment responsibilities.
- 2. Any student enrolled in a class offered by the academic unit is considered a current student within that academic unit. For those college representatives who work in athletics, their area of responsibility is considered to include all athletic programs.
- 3. College representatives shall not share sexually explicit or lewd communications or images with current students unless the material:
 - a. is shared with the student in the context of an academic activity, including but not limited to a class, a research activity, or a lecture; and
 - b. has a relevant pedagogical connection to the subject of the academic activity.

4. No college representative may serve as a course instructor or hold any official role in the student experience if they have engaged in a sexual or romantic relationship with the student within the past three years.

D. Preventive Actions and Reporting Obligations

1. Relatives or Household Members Relationships

- a. Supervisors or college representatives must submit an [Employment of Relatives or Household Members Authorization Form](#).

2. Past Relationships

- a. Supervisors who have had a sexual or romantic relationship with an employee or college representative within the past three years must submit a [Personal Relationship Disclosure](#) to address any actual, potential, or apparent conflicts of interest.
- b. Employees who have had a sexual or romantic relationship with another employee or college representative within the past three years must submit a [Personal Relationship Disclosure](#).

3. New Relationships

- a. The college strongly discourages starting new sexual or romantic relationships within supervisory or instructional contexts because of the inherent conflicts of interest and potential harm.
- b. Employees who engage in a romantic or sexual relationship with another employee or student must immediately submit a [Personal Relationship Disclosure](#) to mitigate any actual, potential, or apparent conflicts of interest.

E. Failure to Comply

1. Any person who violates the requirements of this policy will be subject to corrective action under the [Corrective Action Policy](#) or [Academic Freedom, Professional Responsibility, and Tenure Policy](#).