



# Northern Marianas College Procedure

Procedure No.: 5000.4 Procedure Title: Relationships with Students  
 Issuing Date: 9/26/13 Adoption Date: 9/30/13 Effective Date: 9/26/13  
 Office of Origin: Human Resources Office  
 Procedure Approval Authority: President *[Signature]*  
 Board Policy No. Associated with this Procedure: 5000  
 This Procedure Supersedes/Replaces: 2011 BOR Policy (un-numbered)

*The written steps necessary to appropriately and uniformly perform a task in carrying out policies and activities of the College.*

**Overview/procedure description** Exploitive or abusive relationships with students are prohibited

**Areas of Responsibility** Employees must refrain from exploitive relationships with students. Other non-exploitive relationships are strongly discouraged.

**Procedure details** Because of the commitment to maintaining an environment that supports educational goals and prohibits exploitation of students, the College discourages personal relationships between college employees and students. Exploitive relationships based upon the student's fear or anticipation of favorable or unfavorable action by a College employee, are strictly prohibited. In the event that any such abusive or exploitive relationship is reported and confirmed, the College employee is subject to disciplinary action up to and including termination of employment.