As an educational institution, Rollins College strives to maintain for its employees an environment of safety, trust, and mutual respect. As part of its ongoing efforts to maintain a safe working environment, Rollins prohibits and will not tolerate discrimination, harassment or any mistreatment of employees.

While Rollins recognizes that "consensual" amorous or romantic relationships between employees do not constitute sexual harassment, it also recognizes that such relationships may end unhappily or become conflicted and result in charges of sexual harassment, or even physical or psychological abuse. In such cases, the College has a legal duty to respond to and investigate these charges in the same manner as charges arising in any other context.

Further, some courts reviewing such claims have held that supervisor and employee relationships are inherently unequal because supervisors have authority or control over employees. Thus, in relationships that are inherently unequal, the existence of consent may not insulate an individual or the College from liability if charges of sexual harassment are filed.

Accordingly, all supervisors are expressly prohibited from engaging in amorous relationships with employees under their supervision. Supervisors who violate this policy will be subject to the disciplinary procedures of the institution including possible termination.