

THE CITADEL
The Military College of South Carolina
171 Moultrie Street
Charleston, SC 29409

MEMORANDUM
NUMBER 2-004

26 November 2019

PROFESSIONAL RELATIONSHIPS POLICY

1. PURPOSE

The Citadel encourages the development of collegial and professional relationships among all members of the campus community with the goal of supporting the education and development of principled leaders, according to the core values of honor, duty and respect. This policy establishes professional boundaries for The Citadel campus community. Multiple formal and informal hierarchies exist due to the military and educational structure of the college. Therefore it is incumbent on faculty, staff, cadets and students not to abuse, nor to appear to abuse, the authority with which they are entrusted. Inappropriate relationships at The Citadel are contrary to our mission and counterproductive to the educational process.

2. REFERENCE

S.C. Code Ann, §§ 16-3-651 to 656

3. DEFINITIONS

- A. Grooming: Behaviors designed by an offender to break down the normal barriers that might exist between the offender and the potential victim, in order to support or facilitate sexual victimization. It is a process by which offenders gradually draw victims into a sexual relationship and maintain that relationship in secrecy. It usually involves desensitizing the victim to sexuality and emotionally manipulating the victim's response. It sets the tone or context for later sexual abuse by preparing victims for or making victims accustomed to sexual activity. While most commonly present in the grooming of a child by an adult, the same dynamics may exist in the context of relationships where there is a significant difference in power and authority between the offender and the potential victim (e.g. employee and student).
- B. Intimate relationship: A relationship between individuals with superior / subordinate status in which they engage in behavior that includes, but is not limited to, dating, handholding, kissing, embracing, caressing, and engaging in sexual activities.
- C. Quid Pro Quo: Tangible employment or educational action sexual harassment. This type of sexual harassment occurs when the terms or conditions of employment, educational benefits, academic grades or opportunities, living environment, or participation in a college program or activity is conditioned, either

explicitly or implicitly, upon submission to unwelcome sexual advances or requests for sexual favors, or submission or rejection is a factor in decisions affecting that individual's employment, educational benefits, academic grades or opportunities, living environment, or participation in a college program or activity. Generally, perpetrators will be agents or employees with some authority from the college.

- D. Unprofessional relationship: For purposes of this policy, an unprofessional relationship exists when individuals with a superior / subordinate relationship engage in behavior that compromises the chain of command, results in the appearance of partiality, or otherwise undermines good order, discipline, authority, or morale.

4. POLICY

- A. The Citadel prohibits all employees from establishing, developing, carrying on, or attempting to develop (grooming or quid pro quo) or conduct an intimate or sexual relationship with a trainee, subordinate employee, or cadet. The Citadel also prohibits all employees from participating in unprofessional relationships with trainees, subordinate employees, cadets, or non-cadet students. The Citadel highly discourages any attempt or effort for employees to engage in an intimate or sexual relationship with non-cadet students who are **not** supervised, instructed, or evaluated.
- B. Grooming activity and intimate and/or otherwise unprofessional relationships can be conducted in person and/or via written/electronic materials conveyed digitally or traditionally, telephone calls, text messaging, video, photographs, or any other means of communication. Such activity is banned for faculty and staff with regard to all cadets, non-cadet students, and any person who is subject to that individuals' supervision, instruction, or evaluation.
- C. The Citadel prohibits all cadets from establishing, developing, carrying on, or attempting to develop (grooming or quid pro quo) or conduct an intimate or sexual relationship with a subordinate cadet. The Citadel specifically prohibits upperclass cadets from engaging in this behavior with freshman cadets; it likewise prohibits cadets in superior positions from engaging in such behavior with subordinate cadets.
- D. The Citadel's leadership will comprehensively investigate all allegations of misconduct; care for those reporting the misconduct; hold the accused accountable while protecting due process for the accused, and will initiate procedures to reduce the risk of misconduct as appropriate. These actions will ensure that the college is positioned to address the critical issues affecting the development and success of our cadets, students, and employees by maintaining the highest levels of professionalism in all interactions between persons of varying positions of authority.

5. COMPLIANCE

Non-compliance with this policy may result in disciplinary action up to termination.

6. NOTES

A. Dates of Official Enactment and Amendments:

Approved by the Senior Vice President for Operations and Administration on 22 November 2019.

B. Responsible Department:

Operations and Administration

C. Responsible Official:

Senior Vice President for Operations and Administration

D. Cross References:

[Blue Book](#)

[Memorandum 2-025, Sexual Violence Prevention and Response Policy](#)

[Memorandum 2-026, Sexual Harassment Policy](#)

[Memorandum 2-108, Nepotism Policy](#)

[Memorandum 2-109, Progressive Discipline Policy](#)

7. RESCISSION

Dating and Personal Relationships Among Employees Policy, dated 19 August 2004.

8. REVIEW

This policy shall be reviewed on a biennial basis.

FOR THE PRESIDENT:

OFFICIAL:

//Signed, TGP, 26 November 2019//
THOMAS G. PHILIPKOSKY
Colonel, USAF, Retired
Senior Vice President for Operations &
Administration