CENTRAL CHRISTIAN COLLEGE OF KANSAS
COLLEGE COUNCIL – AGENDA

Wednesday, January 22, 2025 @ 1:00 p.m., RBC-AC-20

Present:
Not Present:

I. Call to Order: President
II. Devotion & Prayer
III. Consent Agenda
  A. Approve December 18, 2024 minutes.
  B. Receive Constituent Reports

IV. Old Business
  A. GA Program Language Updated [Business Affairs]

    1. Mindi Cromwell motioned to refer this issue to the All Athletics Council. The motion was seconded and was approved by unanimous consent. Kyle was reminded that this issue may have some immediate application, so needs to be addressed forthwith. Kyle reported that the coaches met to discuss, but not all interested parties were present.

  B. **Exam Schedule Modification:** Faulty Senate voted to adjust the finals week schedule to move from a 3-day exam schedule to a 4-day schedule, by removing Reading Day and adding it to the current three day schedule. This action is only intended to affect the SP-25 Finals Schedule. Future action will affect future exam schedules.

    1. The President affirmed that this modification was an outcome of an action of the Faculty Senate, and in the interpretation of the President, the action aligns with the 10+1 provision of the Governance Structure. Therefore, unless the College Council takes specific action the decision to cancel Reading Day and have a four-day finals schedule (starting on Monday) stands.

    The President further acknowledges that the College Council, through a series of student panels (e.g., Athletic Student Council and SGA), is seeking input addressing this decision, the results of which will be shared at the January 22, 2025 meeting.

  C. **Policy & Procedures Update – Investigatory Compliance:** The new policy has been added to the Policy & Procedures Manual.

V. New Business
  A. **Policy & Procedures Update – "Conflict of Role, Boundaries, and Professional Conduct":** In light of recent allegations and in response to ongoing consultation with legal and law enforcement personnel, the Office of the President reviewed standing policy, and determined that modifications were warranted. The attached policy expanded the current policy on Boundaries and Amorous Relationships.

VI. CFO Report
VII. Campus Updates
VIII. Additional Topics
IX. Integrated Planning Matrix
  A. Budget Preparation

B. Quadrennial Updates

C. Preparing for Policy Review

X. Adjournment

Conflict of Role, Boundaries, and Professional Conduct

Central Christian College of Kansas is committed to fostering a professional and respectful environment that supports the educational, spiritual, and personal growth of its students. Employees are entrusted with a role that prioritizes the well-being, development, and trust of students.

The College expects its employees to adhere to the highest standards of professional and personal conduct and to operate above reproach while performing duties for the College. Employees have the opportunity to help create a positive educational environment built, in part, on trust, mutual respect and ethical behavior. All employees must avoid the appearance, perception and actuality of abuses of power and conflicts of interest.

Faculty members, administrators, coaches, and other staff [including GA's] have important, multifaceted and influential roles with students. They serve as intellectual guides, role models, supervisors, mentors, educators, and advisors for our students. Because the integrity of these relationships the College expects these individuals to conduct themselves in a manner that does not potentially interfere with those relationships.

To uphold these principles, this policy outlines expectations regarding employee behavior, particularly in areas not explicitly addressed by other policies, to ensure clarity, consistency, and accountability. This policy applies to all employees of Central Christian College, including faculty, staff, and coaches, in their professional and personal interactions with students.

Prohibited Conduct

The College expects employees to maintain professional boundaries and avoid behaviors that could be perceived as conflicting with their role, compromising the College's mission, or eroding trust within the campus community. Employees shall not engage in non-school-related communications with students via personal devices (e.g., texting, social media messaging, or other digital platforms), except in limited circumstances where:

- The communication is directly related to a College-sponsored event, team activity, or an emergency.
- Prior approval has been obtained from a supervisor.

Employees are prohibited from engaging in any behavior that could be interpreted as grooming, favoritism, or an inappropriate personal relationship with a student. This includes excessive or preferential treatment outside the scope of their professional responsibilities.

Employees must avoid dual relationships that could create conflicts of interest or the appearance of impropriety. Examples include engaging in personal, financial, or other close relationships with students outside of their institutional role.

Employees should exercise discretion when interacting with students on social media platforms. Professional boundaries must always be observed, and personal social media accounts should not be used to connect with students for non-institutional purposes.

Employees must refrain from actions or communications that could be perceived as intrusive, coercive, or overly familiar. This includes unnecessary physical contact, inappropriate comments, or any behavior that may undermine a student's sense of safety or respect.

When considering appropriate communication and interactions with students, the College expects the following:

- Transparency: When communicating with students, employees should use official College communication channels (e.g., College email, College-managed platforms).
- Documentation: Employees are encouraged to document significant interactions with students that go beyond routine conversations, especially when involving sensitive matters.
- Accountability: Employees should notify their supervisor or department head when interactions outside normal boundaries are necessary (e.g., providing support during a crisis).

Amorous Relationships – Abuse of Power

This policy sets forth the expectations for amorous relationships between employees and students, and between employees and other employees.

For purposes of this policy, "amorous" means showing, expressing, or relating to sexual or intimate interest, irrespective of whether such conduct is welcome – excluding marital relationships.

Amorous relationships present inherent risks that may or may not be visible to the participating individuals. Power dynamics can create distortions in the participants' evaluation of the relationship and can contribute to perceived, actual or assumed conflicts of interest or abuses of power. Further, the inherent power differential could lead to a lack of effective consent.

- **Conflict of Interest:** Conflicts of interest, or the appearance of conflicts of interest, which may arise in connection with amorous relationships.
- **Power Differential:** An amorous relationship involving a power differential creates the potential for serious consequences. Examples of power differentials include but are not limited to: a faculty member who will be grading a student's performance, an athletic coach who determines playing time and scholarships, a residence hall director who may assess fines or other penalties against a resident student, or an administrator who has access to student records. These power differentials are serious threats to the values and environment we seek to provide. Individuals considering such relationships must be aware that:
  - the reason for entering the relationship may be an element of the power differential;
  - if a charge of sexual harassment is alleged, it will be exceedingly difficult to defend against the charge on grounds of mutual consent; and
  - the individual with power in the relationship will likely bear the burden of accountability.

Even where negative consequences to the participants do not result, such relationships create an environment charged with potential or perceived conflicts of interest and possible leverage of the power differential to maintain or promote the relationship. Amorous relationships that individuals may view as consensual may still raise questions of inequity, as well as of an exploitative abuse of trust and power.

Employees and Students

Employees are prohibited from engaging in amorous relationships with a student. This prohibition does not apply to an employee and student that are in a marital union. However, any employee who is a spouse of a student; or who became involved in an amorous relationship prior to enrollment or employment, is prohibited from evaluating the academic performance of that student or otherwise exercising authority, supervision or influence over that student. In order to enforce this provision a staff member involved in such a relationship shall disclose the existence of the relationship to the Office of Human Resources.

If an employee fails to meet the requirements for disclosing a relationship with a student, or fails to cooperate in the actions described above, such a failure constitutes a violation of this policy and may result in disciplinary action, up to and including termination.

Employees and Employees

The College recognizes there may be situations where amorous relationships – including marital unions – may exist between College employees. The College does not prohibit these relationships, but does prohibit the perceived, assumed or actual preferential treatment potentially present and inherent with relationships of this nature in the workplace. For this reason, no employees who are in an amorous relationship may participate in or assert any influence over – directly or indirectly – the terms or conditions of the other's employment at the College. Terms and conditions of employment include, but are not limited to supervision, performance reviews, working conditions, job duties, compensation, benefits, promotions, awards, and discipline.

The existence of such a relationship must be disclosed by the employee in the position of greater authority. Disclosure should occur through the Office of Human Resources, which may alert other offices as appropriate.

With respect to graduate students, employees are prohibited from pursuing or engaging in an amorous relationship with a graduate student under that individual's authority.

Enforcement

Any employee or student who suspects a violation of this policy should report their concerns to the Office of Human Resources, the Title IX Coordinator, or their immediate supervisor. Reports may also be submitted anonymously through the College's designated reporting channels.

Central Christian College of Kansas shall promptly investigate any potential or reported violation of this policy and deal with the situation on a case-by-case basis. Violations of this policy may result in disciplinary action, up to and including termination of employment, depending on the severity and circumstances of the conduct.

Retaliation against persons who report concerns about potential violations of this policy is prohibited.

This policy does not preclude or interfere with the rights of employees protected by the National Labor Relations Act or any other applicable statute concerning the employment relationship.