

# CONSENSUAL RELATIONS

Positive relationships between students and staff at Blackhawk enrich the college environment and are encouraged. It is natural that interaction between individuals in an academic setting may lead to personal friendships. Personal friendships do not pose problems as long as they do not interfere with academic decisions. However, a consensual romantic or sexual relationship between a student and a staff member may be exploitative and create the appearance of a conflict of interest.

Therefore, students and staff are discouraged from entering into a consensual romantic or sexual relationship while the student is currently enrolled in the staff person's class or when the student is receiving guidance from the person.

As a student, you are urged, for your own protection, to refrain from developing a relationship of a sexual or romantic nature with Blackhawk staff. If you become involved in such a relationship, you are encouraged to contact the Blackhawk Title IX Officer located on Central Campus.

## Title IX

Title IX of the Educational Amendments of 1972 protects people from discrimination based on sex in education programs and activities that receive federal financial assistance. The College is bound by and supports all applicable laws. The Title IX of the Higher Education Act of 1972 ensures the College does not discriminate on the basis of sex in its educational programs and the Campus Sexual Violence Elimination Act (SAVE) of 2013 and Violence Against Women Reauthorization Act (WAWA) ensures that colleges and universities implement policies and programs to prevent sexual assault, dating violence, domestic violence, and stalking.

For further information, please read the Gender Discrimination & Sexual Misconduct Addendum (<http://catalog.blackhawk.edu/student-code-of-conduct/gender-discrimination-addendum/>).

*What if something happened or I think something happened?*

Students, staff, and/or witnesses are encouraged to direct violence, harassment, assault, or other Title IX questions, concerns, and complaints to the Title IX Coordinator or an appropriate college employee who is available. If a Title IX Coordinator is alleged to be the person who engaged in discrimination or sexual misconduct, the report may be filed with another of the named officers or with the Office of the President, Central Campus. Financial aid and other benefits of Wisconsin Technical College System institutions are provided on a non-discriminatory basis as required by Civil Rights legislation.

For more information:

Blackhawk's Title IX website: <https://www.blackhawk.edu/About/Safety-Security/Title-IX> (<https://www.blackhawk.edu/About/Safety-Security/Title-IX/>)

Blackhawk's Title IX Board Policy: <https://www.blackhawk.edu/Portals/0/PDFs/About/Governance/Policies/E-222-Prohibition-of-Sexual-Harassment-Under-Title-IX.pdf>

*Title IX Contacts:*

Dr. Deb Gilster, Title IX Coordinator/Access and Accommodations Coordinator

Central Campus Student Success Center, (608) 757-7796,  
[dgilster@blackhawk.edu](mailto:dgilster@blackhawk.edu)

Alicia Acker, Deputy Coordinator/Coordinator, Career Services and Leadership Development

Central Campus, Room 2209, (608) 743-4423, [aacker@blackhawk.edu](mailto:aacker@blackhawk.edu)

Complaints can also be filed with the Office of Civil Rights (OCR). The OCR encourages complaints to follow the College's process prior to filing a complaint with OCR; however, it is not required. Generally, complaints must be filed with OCR within 180 days of the alleged event. Complaints can be filed with OCR via email at [ocr@ed.gov](mailto:ocr@ed.gov) and by completing an electronic complaint form at <http://www2.ed.gov/about/offices/list/ocr/complaintintro.html>