

West Coast Invitational Personal Relations Policy

Revision 1.0

Purpose

The purpose of this policy is to establish clear expectations and safeguards regarding romantic or intimate relationships within the Event Planning Board ("the Board"). This policy is specifically designed for a mixed-age, college-age, and student-led nonprofit board, where peer relationships may be common but power imbalances and reputational risks still exist.

This policy exists to:

- Prevent conflicts of interest, favoritism, or the appearance of impropriety
- Address unique risks present in mixed-age and student-led leadership environments
- Maintain a professional, respectful, and effective working environment
- Protect Board members and the organization from ethical, legal, and reputational risks

This policy balances personal autonomy with the heightened responsibility that comes with nonprofit governance and leadership.

Scope

This policy applies to:

- All Board members (including student members)
- Consultants and contractors working closely with the Board
- Volunteers in leadership or decision-making roles

This policy applies to all Board-related activities, including meetings, events, travel, communications, social functions, and informal gatherings where Board business is conducted.

Definitions

- **Romantic or Intimate Relationship:** Any relationship involving dating, sexual involvement, or ongoing romantic interest.
- **Close Personal Relationship:** A relationship that, while not romantic, could reasonably influence professional judgment (e.g., family members, roommates, close friends).
- **Conflict of Interest:** A situation in which personal relationships could compromise—or appear to compromise—objectivity, fairness, or decision-making.
- **Supervisory Authority:** Any role with decision-making power over another individual's responsibilities, assignments, evaluations, or continued participation.

General Expectations

- All Board members must conduct themselves in a professional manner at all times.
- Personal relationships must not interfere with Board duties, decision-making, or the organization's mission.
- The Board will not tolerate harassment, coercion, or abuse of power under any circumstances.

Disclosure Requirements

- Any Board member who enters into or is already in a romantic or intimate relationship with another Board member must promptly disclose the relationship to an executive.
- Disclosure is required regardless of age similarity or perceived peer status.
- Disclosures will be handled discreetly and shared only with those who need to know for governance and risk management purposes (this will generally remain limited to the Executive board).

Failure to disclose a covered relationship may result in disciplinary action, including removal from leadership or voting roles.

Prohibited Relationships

The following relationships are strictly prohibited:

- Relationships between Student Board members and Adult members regardless of age difference, unless the relationship was well-established prior to the Adult member's graduation from secondary school and the age difference is less than 730 days.
- Relationships that involve coercion, pressure, academic leverage, financial leverage, or organizational influence.

If a prohibited relationship develops, immediate corrective action is required. This may include reassignment of duties, removal from leadership positions, or removal from the Board.

Conflict Management and Recusal

- Individuals in a disclosed relationship must recuse themselves from decisions that directly or indirectly affect the other party, including
 - Elections, appointments, or leadership selection
 - Committee assignments or workload decisions
 - Discipline, complaints, or performance-related discussions
 - Financial approvals, reimbursements, or contractual matters
- The Executive Board may impose additional safeguards (e.g., voting restrictions or role restructuring) to preserve transparency and trust.

Professional Conduct Standards

- Public displays of affection during Board activities, events, meetings, or travel are not permitted.
- Board communication channels (email, messaging platforms, shared documents) must not be used for personal or romantic matters.
- Relationship-related conflicts, breakups, or disputes must not disrupt Board operations, meetings, or decision-making.
- Board members are expected to model professionalism, particularly in student-led and peer-based leadership settings.

Ending Relationships

- If a romantic relationship ends, both parties are expected to continue working together professionally and respectfully.
- Any concerns about retaliation, exclusion, hostility, or disruption should be reported immediately to the Executive Board.
- The Executive Board may intervene, including modifying roles or responsibilities, to protect organizational function and the well-being of those involved.

Reporting Concerns

- Any individual may report concerns related to favoritism, harassment, coercion, or retaliation.
- Reports should be made to the Executive Board.
- Reports will be handled promptly, confidentially, and without retaliation.

Enforcement and Consequences

Violations of this policy may result in corrective action, including but not limited to:

- Verbal or written warnings
- Mandatory recusal or reassignment of duties
- Removal from leadership roles
- Removal from the Board

Policy Review, Updates, and Acknowledgment

- This policy will be reviewed periodically by the Executive Board. Modifications will be announced at least 14 days before they take effect, and continuing to participate in West Coast Invitational and any related activities after the revisions take effect signifies acceptance of all revisions.

- Updates will be communicated to all covered individuals.
- All individuals covered by this policy are required to acknowledge that they have read, understand, and agree to comply with the Youth Protection Policy.

Revision History

01/15/2026 - Initial Revision