

East Georgia State College Amorous Relationships Policy

Adopted by President's Cabinet 11/26/13

Revisions Adopted by President's Cabinet 5/22/18

East Georgia State College is committed to providing a safe, amicable, and harassment free environment for all faculty, staff and students. The Board of Regents of the University System of Georgia affirms the importance of the professional obligations of faculty and staff in the performance of their duties. The USG Ethics Policy Code of Conduct states that all employees should treat fellow employees, students and the public with dignity and respect. When one party has a professional relationship towards the other, stands in a position of authority over the other, and could directly affect the terms or conditions of education or employment of the other, even an apparently consensual romantic or sexual relationship may lead to sexual harassment or other breaches of professional obligations.

I. Relationships

a. Students

An EGSC employee is prohibited from having a romantic or sexual relationship with any student who the individual supervises, teaches or evaluates in any way. Additionally, an EGSC employee is prohibited from having a romantic or sexual relationship with any student whose terms or conditions of education or employment the individual could directly affect.

b. Employees

An EGSC employee is prohibited from having a romantic or sexual relationship with any employee who the individual supervises, teaches or evaluates in any way. Additionally, an EGSC employee is prohibited from having a romantic or sexual relationship with any employee whose terms or conditions of education or employment the individual could directly affect.

c. Recusal

Anyone involved in a romantic or sexual relationship with someone over whom he or she has supervisory power must recuse himself or herself from decisions that affect compensation, evaluation, employment conditions, instruction, and/or the academic status of the subordinate involved.

A. Notification

Any individual in authority who is or has been involved in a romantic or sexual relationship with a person whom they may be called upon to evaluate must promptly report this fact to his or her supervisor. This reporting obligation applies to individuals in authority in the employer – employee relationship and the faculty-student relationship.

B. Exception for Approved Supervisory Arrangements

The supervisor will then arrange that the individual in authority does not evaluate nor participate in discussions and decisions that affect compensation, evaluation, employment conditions, instruction, and/or academic status of the subordinate involved. This new supervision arrangement will be in writing, consented to by the parties to the relationship and the supervisor(s) involved.

Any person who believes that an employee is involved in a romantic or sexual relationship with a person under his or her direct authority or supervision may report this to the supervisor of the individual in authority. The supervisor will investigate the report and take appropriate action.

Persons may also report such relationships through the Ethics and Compliance Reporting Hotline at <https://ega.alertline.com/gcs/welcome>

II. Sanctions

Any individual who violates this policy is subject to disciplinary action commensurate with the offense, up to and including termination. East Georgia State College may elect to have such matters reported to the Title IX Coordinator. East Georgia State College may take appropriate action when disruptive conduct, job performance problems or actions that reflect poorly on the institution result from romantic or sexual relationships.

In addition to this policy, the *Conflicts of Interest and Conflicts of Commitment Policy*, *Nepotism* and *Employment of Relatives* policies of East Georgia State College and the Board of Regents of the University System of Georgia apply to faculty and staff.