



## **Amorous Relationships**

### **I. Purpose**

Albany State University (ASU) is committed to providing a harassment free environment for all faculty, staff and students. A sense of fairness by supervisors and teaching faculty is a fundamental prerequisite for fulfilling ASU's mission.

### **II. Policy**

ASU employees, including graduate teaching assistants, are prohibited from having a romantic or sexual relationship with any student or ASU employee who the individual supervises, teaches, or evaluates in any way. Additionally, ASU employees are prohibited from having a romantic or sexual relationship with any student or ASU employee whose terms or conditions of education or employment the individual could directly affect.

Any individual in authority who is or has been involved in an amorous relationship with a person whom they may be called upon to evaluate must promptly report this fact to his or her supervisor. The supervisor will then ensure that the individual in authority does not evaluate nor participate in discussions and decisions that affect the compensation, evaluation, employment conditions, instructions, and/or academic status of the subordinate involved. Any individual who violates this policy is subject to disciplinary action commensurate with the offense. The University may also elect to have such matters be reported to the department responsible for investigating matters that may relate to sexual harassment.

Students who are also employees of the University may supervise, teach, or be in a position of authority over undergraduate students and are prohibited from pursuing amorous relationship with them.

The University will have the authority to take appropriate action when disruptive conduct, job performance problems, or actions that reflect poorly on the institution result from amorous relationships.

In the event that any information contained within this policy conflicts with any Board of Regents (BOR) policy, the BOR policy controls.

### **III. Exceptions**

None unless otherwise officially directed.

### **IV. Applicability**

ASU Faculty and Staff

## **V. Accountability**

Albany State University Office of Human Resources  
Albany State University Office of Legal Affairs

## **VI. Contacts**

Albany State University Office of Human Resources  
Albany State University Office of Legal Affairs

## **VII. References**

[BOR Policy 8.2.18.6](#)

## **Last Update**

Nov 2019