

Policy: Sexual and Romantic Relationships Policy Number: I-5

Responsible for Policy: Human Resources Approval Date: May 2010

Most recent review: March 2019 Date of most recent revision (if applicable): N/A

#### Policy Statement

Sexual or romantic relationships between College employees or between College employees and students are prohibited if there is an existing direct or indirect supervisory, evaluative or instructional relationship. There is an exception if the relationship is disclosed to the College, and supervision, evaluation or instruction is terminated.

If a sexual or romantic relationship exists between faculty or staff in which there is also a supervisory or reporting relationship, each employee must inform the Office of Human Resources. Employees may speak to the Human Resources Officer privately to report any relationships as required under this policy. Alternative supervisory roles will be created to ensure that supervisors in a romantic or sexual relationship with an employee be removed from any evaluation of the employee, and from any activity or decision that may appear to reward, penalize, or otherwise affect the employment status of the employee.

Alternative reporting structures will be established for pre-existing relationships or marriages provided that the relationship is reported as required.

Discipline may be imposed for any individual failing to follow the terms of the policy, subject to any statutory or contractual rights.

#### Reason for Policy

Finger Lakes Community College is committed to providing a work environment free of employment discrimination, sexual harassment, and conflicts of interest. To fulfill this obligation and commitment, persons in positions of supervisory or instructional authority are prohibited from initiating or engaging in sexual or romantic relationships with any employees or students over whom they have any authority or responsibility, either directly or indirectly.

Sexual and romantic relationships between College employees and students and/or managers or supervisors and their subordinates create potential conflicts of interest and power differentials. Potential conflicts of interest may arise when individuals have responsibility for advising, supervising or evaluating the academic or work performance and/or making personnel decisions involving those with whom they have an intimate relationship. When faculty, staff and students exercise power and authority over other faculty, staff and students whether due to current supervisory, instructional or other professional responsibility, or perceived influence or control over an educational or work experience, a power imbalance is created, which may impede the real or perceived freedom of the faculty, student or employee not to enter into a sexual or romantic relationship or to terminate or alter that sexual or romantic relationship.

To address this imbalance, the State University of New York Board of Trustees requires all SUNY campuses (state-operated campuses, community colleges and statutory colleges) adopt a specific sexual and romantic relationships policy.

#### Applicability of the Policy

This policy applies to all College employees and students. Students who are only employed with the College as student aides or work study will be categorized as students.

#### Definitions

None

#### Related Document

FLCC Non-Discrimination Policy

Procedures

No separate procedures statement

Forms/Online Processes

None

Appendix

None