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<b>Policy:</b>	Amorous Relationships	<b>Reference No.:</b> 1.28
<b>Authority:</b>	SUNY Broome Board of Trustees	
<b>Approved:</b>	July 27, 2000	
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SUNY Broome Community College is committed to maintaining a safe, honest, and respectful environment for all members of the College community. The College recognizes that there are inherent risks in any romantic or sexual relationship, specifically between individuals of different levels of authority/power or perceived positions of unequal power. Such relationships, even when consensual, are problematic because they may result in conflicts of interest, misunderstandings and complaints of favoritism, supervision problems, morale problems, questions regarding academic achievement, and sexual harassment.

### **Relationships Between Members of the College**

Members of the College community, including employees as well as individuals who represent the College at off-site programs, are prohibited from engaging in a romantic, sexual, or otherwise inappropriate relationship with a person over whom they are in a position of direct, indirect, or implied power. This includes, but is not limited to, persons whom one teaches, advises, coaches, counsels, mentors, evaluates, schedules, or supervises in any way.

It is important to be aware of potential changes in responsibility. A relationship between two (2) members of the College community may begin as a permissible relationship, but due to changes in job duties or position, may become one that is prohibited under the above criteria.

### **Relationships Between Members of the College and Students**

A relationship between a College employee (or member of the community who may evaluate SUNY Broome students), and a student are always fundamentally unequal in nature. A personal relationship between them of a romantic or sexual nature, even if consensual, is inappropriate. Relationships between College employees (and qualifying members of the community), and students, are prohibited by the College. Individuals found to be in violation of this policy may be subject to disciplinary action, up to and including termination.

## **Reporting and Determination**

All members of the College community have an obligation to report known amorous relationships to Human Resources within a reasonable time after beginning, or learning of, the relationship. When there is a sexual or romantic relationship between faculty or staff members, where there is a supervisory or reporting relationship between the participants, each employee has the responsibility to inform the Human Resources Office of such relationship.

The College will make allowances for pre-existing relationships or marriages provided that the relationship is reported as required herein, by establishing alternative supervisory structure.

The College will determine the procedure necessary to ensure that the consensual relationship does not pose a conflict of interest. In some cases, this may involve making changes in the reporting structure or other changes necessary to preserve a comfortable and professional working and learning environment for all concerned.

All decisions made regarding amorous relationships under this Policy are made at the sole discretion of the College. Violations of this policy are case dependent and may be subject to progressive disciplinary action. College employees who violate the policy will be subject to appropriate disciplinary action according to their collective bargaining agreement.

In situations where the relationship is not consensual, all parties should refer to the SUNY Broome Title IX webpage (<http://www2.sunybroome.edu/dos/title-ix/>).