

POLICY NO. 624

Area: Human Resources

*Original signature on file with the
Office of Administration and Finance*

Date Adopted: November 14, 2019

Certified By: _____
Dr. Cynthia Jackson-Hammond
President, Central State University

Revisions Approved: _____

**Subject: FRATERNIZATION AND CONSENSUAL AMOROUS RELATIONSHIPS
POLICY**

Effective Immediately

Purpose and Scope

Central State University promotes an atmosphere of professionalism based on the three tenets of Service, Protocol and Civility®. The integrity of interaction among faculty, staff and students must not be compromised.

When individuals involved in a consensual romantic relationship are in positions of unequal power at the University, there is a potential for a conflict of interest, favoritism, or exploitation. These relationships may be less voluntary than the person with greater power perceives, or circumstances may change and conduct that was once welcome may become unwelcome. The fact that a relationship was initially consensual does not insulate from a later claim of sexual harassment. Moreover, such relationships may lead to restricted opportunities, or the perception thereof, for others in the work or academic environment. In an effort to address these potential concerns this policy applies to all Employees, as defined below.

Definitions

For purposes of this policy:

“Student” is any individual who is currently registered or enrolled in a credit bearing course or an academic program of the University.

“Employee” shall mean any person employed by the University in any capacity, whether faculty or staff.

“Consensual Amorous Relationship” exists when two individuals mutually and consensually understand a relationship to be romantic in nature, regardless of whether or not the relationship involves physical intimacy. This does not include married couples employed by the University,

which are governed instead by the University's Nepotism and Close Personal Relationships Policy.

“Evaluative or Supervisory Authority” exists when one participant is personally involved in hiring, promoting, evaluating, assessing, supervising, advising, counseling, grading, disciplining, and/or otherwise determining the other participant's academic or employment performance, progress or potential.

Policy

Consensual Amorous Relationships between members of the University community are prohibited when one participant has direct Evaluative or Supervisory Authority over the other because such relationships create an inherent conflict of interest. In such cases the individual with the Evaluative or Supervisory Authority over the other has an obligation to disclose the Consensual Amorous Relationship to his or her administrative superior and to cooperate with the administrative superior in removing him or herself from any such evaluative or supervisory activity in order to eliminate the existing or potential conflict of interest.

Reporting

Students or Employees who believe in good faith that a violation of this policy has occurred, or who have legitimate concerns about the negative impact of a Consensual Amorous Relationship on the workplace or academic environment, are encouraged to promptly report the violation or concern to the University. Students should report to the Dean of Students, the Title IX Coordinator, or any Deputy Title IX Coordinator. Employees should report to the Director of Human Resources or the Vice President over the Employee's position. The University will promptly investigate and appropriately resolve all such reports.

Retaliation

It is a violation of this policy for any Employee to take adverse action(s) against any member of the University community for filing a complaint under this policy or cooperating in the investigation of such a complaint. Retaliation will result in discipline up to and including termination of employment, no matter the merits or resolution of the underlying complaint.

Sanctions

A violation of this policy, regardless of the manner in which it is brought to the attention of the University, may lead to disciplinary action as appropriate up to and including termination of employment.