



Policy Approval/Review Form

This form is used for the approval, amendment, removal or review of a Gordon State College policy. Once authorized with the President's Signature, the policy will be posted to the Gordon State Website. This approval form will be filed in the Office of the President with Cabinet minutes noting approval.

Policy Title *	Amorous Relationships
Department	Human Resources
Policy Editor	Madelyn Brown
Request Type	New ☐ Amended ☒ Removed ☐ Reviewed ☐

OBJECTIVE (Briefly state your purpose.)

Five-year review of policy completed with minor revisions made for clarity and for compliance with applicable HRAP and BOR policies.

RESOURCES AND CONSULTATION (Briefly describe the resources (i.e. website, link) used in developing, amending, removing, or reviewing the policy. Include names of other individuals who assisted with this change.)

BOR 8.9.3.2 - https://www.usg.edu/policymanual/section8/policy/8.1_personnel_categories/
USG HRAP Policy on Amorous Relationships
GSC Faculty Statute 5.5 Amorous Relationships

COMMUNICATION PLAN (Identify how information about how the policy will be communicated to the college as well as training plans if applicable.)

New policy will be posted on GSC website

Authorizations

Dean or Supervisor Signature and Date: _____

Cabinet Sponsor (VP) Signature and Date: _____
Madelyn Brown Digitally signed by Madelyn Brown
Date: 2022.05.06 06:58:07 -04'00'

President Signature and Date: _____


*Policy Template must be submitted with this form.

Amorous Relationships Policy

Gordon State College

Purpose

Gordon State College 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 Gordon State College's mission of providing an exceptional education through innovative teaching and engaged learning.

Policy

When one party has a professional relationship towards the other or stands in a position of authority over the other, even an apparently consensual amorous relationship may lead to sexual harassment or other breaches of professional obligations. In addition, amorous relationships that are mutual and consensual may have the appearance of a conflict of interest, thus adversely affecting the educational or work environments.

Gordon State College faculty or staff members are prohibited from having an amorous relationship with any student who the faculty or staff member supervises, teaches, or evaluates in any way. A Gordon State College employee is prohibited from having an amorous relationship with any other employee if either employee supervises, evaluates, or in any other way directly affects the terms or conditions of the other's employment. Violations will be resolved in accordance with applicable Board of Regents policy.

Procedure for Reporting

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 their supervisor. The supervisor will then arrange to see that the individual in authority does not evaluate nor participate in decisions regarding the subordinate involved. Any person who believes that a faculty member or supervisor is involved in an amorous relationship with a person under their direct authority should report the perceived relationship to the Director of Human Resources. The Director of Human Resources will investigate the complaint and issue a written finding to the appropriate vice president or cabinet member as to whether there is a reasonable basis to believe there has been a violation of this policy. Any individual found to have violated this policy is subject to disciplinary action in accordance with all applicable policies.

Gordon State College prohibits making knowingly false accusations that an unreported amorous relationship exists or existed between parties in a position to evaluate each other. Retaliation against those who report amorous relationships will not be tolerated by Gordon State College.