



UNIVERSITY SYSTEM  
OF GEORGIA

# Amorous Relationships

## CITATION REFERENCE

<b>OFFICIAL TITLE</b>	POLICY ON AMOROUS RELATIONSHIPS
<b>VOLUME</b>	HUMAN RESOURCES
<b>RESPONSIBLE OFFICE</b>	USG HUMAN RESOURCES OFFICE
<b>ORIGINALLY ISSUED</b>	MAY 2008
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## Policy Statement

The University System of Georgia 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 the University mission of teaching, research, and public service.

This policy reinforces the institution's commitment to provide a safe and amicable workplace for all employees.

## Applicability

All units of the University System of Georgia are covered by this policy.

## Who Should Read This Policy

All employees within the University System of Georgia should be aware of this policy.

## Definitions

These definitions apply to these terms as they are used in this policy:

- **Board of Regents (BOR):** The governing body of the University System of Georgia.

## Process and Procedures

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. The University prohibits all

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faculty and staff, including graduate teaching assistants, from pursuing amorous relationships with undergraduates whom they are currently supervising or teaching.

The Board of Regents also strongly discourages amorous relationships between faculty or administrators and graduate/professional students and/or employees whose work they supervise. Anyone involved in an amorous relationship with someone over whom they have supervisory power must recuse themselves from decisions that affect the compensation, evaluation, employment conditions, instruction, and/or the academic status of the subordinate involved.

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 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. An institution may also elect to have such matters be reported to the institution's department responsible for investigating matters that may relate to sexual harassment.

Each institution will establish a reporting process such that any person who believes that a faculty member, administrator, graduate assistant or other employee is involved in an amorous relationship with a person under their direct authority or supervision will have an avenue for reporting the perceived relationship.

Each institution 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.

### Responsible Parties and Contact Information

<b>Party</b>	<b>Responsibility</b>	<b>Phone/Email/URL</b>
<b>Vice Chancellor for Human Resources, USG</b>	Ensure compliance with policy.	404-962-3235 <a href="mailto:usg-hr@usg.edu">usg-hr@usg.edu</a>
<b>Institution Chief Human Resources Officers</b>	Ensure compliance with policy.	See University System <a href="#">HR Officer Listing</a>
<b>Institution Chief Legal Affairs Officer and USG Legal Affairs</b>	Provide guidance to Chief Human Resources Officers; safeguard system liability.	USG: 404-962-3255 USG: <a href="mailto:usg-legal@usg.edu">usg-legal@usg.edu</a> Institutions: refer to directory
<b>Institution Chief Public Safety</b>		Refer to institution directory

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Website Address for This Policy

- None

Appendices (Internal Documents, Forms and Web Links)

- None

Related Documents and Resources (External)

- None

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