

HUMAN RESOURCES ADMINISTRATIVE MANUAL
EMPLOYEE RELATIONS: AMOROUS RELATIONSHIPS



UNIVERSITY SYSTEM
OF GEORGIA

Amorous Relationships

CITATION REFERENCE

| | |
|---------------------------|---------------------------------|
| OFFICIAL TITLE | POLICY ON AMOROUS RELATIONSHIPS |
| VOLUME | HUMAN RESOURCES |
| RESPONSIBLE OFFICE | USG HUMAN RESOURCES OFFICE |
| ORIGINALLY ISSUED | MAY 2008 |
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Policy Statement

The University System of Georgia (USG) is committed to the highest ethical and professional standards of conduct in pursuit of its mission to create knowledge. The USG promotes an atmosphere of professionalism based upon mutual trust and our Core Values of Integrity, Excellence, Accountability, and Respect.

The professionalism and mutual trust of the workplace is compromised when employees who hold positions of unequal power engage in amorous relationships. The same is true for faculty members, to include graduate teaching assistants, who have amorous relationships with students they teach or evaluate or whose terms of education or employment they could directly affect. Such relationships create inherent conflicts of interest and lead to complaints of favoritism, decreased employee morale, mistrust by colleagues, complaints of undue access and, claims of sexual harassment, and other negative implications for the work environment. Accordingly, Board of Regents' (BOR) Policy 8.2.18.6 Amorous Relationships prohibits amorous relationships as follows:

A University System of Georgia (USG) employee, including a graduate teaching assistant, is prohibited from having romantic or sexual relationship with any student or USG employee who the individual supervises, teaches, or evaluates in any way. Additionally, a USG employee is prohibited from having romantic or sexual relationship with any student or USG employee whose terms or conditions of education or employment the individual could directly affect.

This policy reinforces the Board's and the USG's commitment to providing a professional environment for all USG employees and students.

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Applicability

All units of the USG are covered by this policy.

Who Should Read This Policy

All employees and students within the USG should be aware of this policy.

Definitions

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

- None

Process and Procedures

Institutional Processes: Each USG institution shall coordinate with departments (i.e. employees/graduate students, and students) and establish a process to ensure awareness and compliance with this policy; Receive disclosures and complaints related to this policy; and ensure that there is a process to resolve conflicts created when an employee or graduate student is called upon to teach, supervise, or could directly affect the terms or conditions of employment or education for a person with whom they are having or have had an amorous relationship.

Employee Disclosure: USG employees, including graduate students, have a responsibility to promptly report circumstances in which they are called upon to evaluate or supervise a USG employee or student with whom they are currently involved in an amorous relationship or with whom they have been involved in an amorous relationship.

Reporting Violations: USG employees or students who believe in good faith that a violation of this policy has occurred should promptly report the violation in accordance with the processes established by the relevant USG institution.

Investigation: Reported violations of this policy will be promptly investigated by the USG institution in accordance with established procedures.

Violations: A violation of this policy may subject an employee to disciplinary action, up to and including termination of employment.

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Responsible Parties and Contact Information

| Party | Responsibility | Phone/Email/URL |
|--|---|--|
| Vice Chancellor for Human Resources, USG | Ensure compliance with policy. | 404-962-3235 usg-hr@usg.edu |
| Institution Chief Human Resources Officers | Ensure compliance with policy. | See University System HR Officer Listing |
| Institution Chief Legal Affairs Officer and USG Legal Affairs | Provide guidance to Chief Human Resources Officers; safeguard system liability. | USG: 404-962-3255 USG: usg-legal@usg.edu Institutions: refer to directory |

Appendices (Internal Documents, Forms and Web Links)

- [BOR Policy 8.2.18.6 Amorous Relationships](#)
- Related Policies:
 - HRAP on Employment of Relatives
 - [Board Policy on Employment of Relatives](#)

Related Documents and Resources (External)

- None

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