



Committee Meeting: Policy & Governance Committee	Date: March 8, 2019
Committee Chair: Kathleen Masiello	
New or Edited: New	

POLICY NAME: Consensual/Romantic Relationship Policy

POLICY TYPE: Managerial

SUBMITTED BY: Tracey Cleveland, VP of HR, Equity and Inclusion

ISSUE OR STATEMENT OF PURPOSE:

SUNY Erie Community College is committed to protecting the safety and well-being of its faculty, staff, and students while maintaining educational and working environments that are free from discrimination and harassment.

As such, SUNY Erie prohibits any sexual or romantic relationship when there is an existing supervisory, evaluative, or instructional relationship, and such relationship must be disclosed to ensure there is no future supervisory, evaluative or instructional relationship between individuals.

The College recognizes that there may be times when faculty or staff may exercise power and authority over other faculty, staff, or students, whether due to current supervisory, instructional, or other professional responsibility, or perceived influence or control over an educational or work experience. In such cases, a power imbalance is created. This power or authority may impede the real or perceived freedom of the faculty, staff, or student to refuse to enter into a sexual or romantic relationship or to terminate or alter that sexual or romantic relationship. A sexual or romantic relationship under these conditions may result in a loss of objectivity and create a conflict of interest in evaluative, supervisory, instructional, or other professional roles.

The College will make allowances for current relationships which pre-date this policy. However, if such an *existing* relationship exists, those individuals are required to report their relationship to the Vice President of Human Resources, Equity and Inclusion immediately. The College will then arrange alternate supervisory roles to ensure that those in a consensual romantic or sexual relationship with a subordinate be removed from any evaluation of the subordinate, and from any activity or decision that may appear to reward, penalize, or otherwise affect the status of that subordinate.

Any employees who fail to follow the terms of this policy will face disciplinary measures up to and including termination.

CORRECTIVE ACTION PLAN RECOMMENDATION (if any): N/A

NEW OR EDITED POLICY: New

DOES IT SUPERCEDE A POLICY/WHICH ONE: Consensual Relationship Statement



POLICY NAME: Consensual/Romantic Relationship Policy - Continued

POLICY & GOVERNANCE COMMITTEE RECOMMENDED ACTION: Policy & Governance Committee recommends the Board of Trustees accept this Managerial policy under the Committee Briefings, Policy & Governance Committee. This policy supersedes all prior policies/procedures and practices related to the Consensual Relationship Statement.

POLICY & GOVERNANCE COMMITTEE MEMBERS PRESENT:

Trustee Kathleen Masiello, Provost and Executive Vice President Douglas Scheidt, Executive Vice President for Administration and Finance Penelope Howard, VP Human Resources, Equity and Inclusion Tracey Cleveland (by phone), Vice President of Enrollment Management Steven Smith, Director of Registrar Paul Lamanna, Dean of Liberal Arts and Sciences Joanne Colmerauer, Dean of Liberal Arts and Sciences Jamie Smith, Professor and College Senate Representative Michael Delaney, Dean of Students Jason Perri

DATE OF BOARD ACCEPTANCE: March 28, 2019

POLICY & GOVERNANCE COMMITTEE TEAM FOLLOW-UP: Following Trustee Acceptance, this policy will be included in the Board of Trustee Managerial Policy Manual.

INFORMATION/INPUT CONSIDERED DURING POLICY & GOVERNANCE COMMITTEE DELIBERATIONS:

Information/input was received and reviewed from Finger Lakes Community College, Geneseo Community College, Niagara Community College, Fulton Community College and SUNY Administration in the creation of this policy.

The Policy has been reviewed and discussed at the Policy & Governance Committee meeting of February 8, 2019 and March 8, 2019.