



Approved By: Cabinet
Effective Date: November 2005

Category: Human Resources/Affirmative Action
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Consensual Sexual and Amorous Relations Policy

Geneseo has a strong commitment to a community that promotes the exchange of ideas, builds mutual trust and respect, facilitates communication, and reduces misunderstandings. This policy addresses certain situations that could lead to a breakdown of mutual trust and respect resulting from sexual and amorous relationships.

SUNY Geneseo faculty and staff members exercise power and authority over SUNY Geneseo students and employees for whom they have current supervisory, instructional, or other professional responsibility. This power imbalance makes consent within any sexual or amorous relationship between a supervisor and employee or between a faculty or staff member and a student problematic, and may impede the real or perceived freedom of the student or employee to terminate or alter the relationship. The relationship may create real or apparent impropriety, loss of objectivity, and a conflict of interest in any evaluative, supervisory, instructional, or other professional role. In addition, the relationship may expose the individual faculty or staff member, as well as SUNY Geneseo, to possible legal charges and liability.

Policy

It is the policy of SUNY Geneseo that:

- Sexual or amorous relationships between SUNY Geneseo faculty or staff members and students to whom such faculty or staff members have current professional responsibility are prohibited.
- Sexual or amorous relationships between faculty or staff members and students to whom the faculty or staff members have no current professional responsibility are strongly discouraged.
- Sexual or amorous relationships between supervisors and non-student employees to whom such supervisors have current professional responsibility are strongly discouraged. Where such a relationship exists, it shall be the responsibility of the individual to inform the divisional Vice President, so that he or she may be removed from any evaluation of the employee, and from any activity or decision that may appear to reward, penalize, or otherwise affect the employment status of the employee.

Members of the campus community are reminded that persons with the status advantage in such relationships could be subject to formal discipline (as provided for in collective bargaining agreements, where applicable) for violating their professional and ethical obligations to a student or employee of the College; to charges of sexual harassment should such a complaint be filed by a party in the relationship; or to charges of discrimination should another employee claim to be adversely affected by the relationship.