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| Name of Policy | Amorous Relationships Policy |
| Description of Policy | This policy establishes that an amorous relationship between two individuals constitutes a conflict of interest when one of the individuals has direct supervisory and/or evaluative authority over the other and requires that the potential risk is managed, decreased, or eliminated. |
| Policy applies to | <input checked="" type="checkbox"/> University-wide <input type="checkbox"/> Specific <input type="checkbox"/> Staff only <input type="checkbox"/> Students only <input checked="" type="checkbox"/> Faculty, Staff and students |
| Policy status | <input type="checkbox"/> New policy <input checked="" type="checkbox"/> Revision of existing policy |

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| Approval authority | Senior Vice President, Finance, Administrative Services, and Operations/CFO |
| Governing authority | Office of Human Resources Management |
| Responsible officer | Assistant Vice President, Human Resources Management |

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| Approval date | May 1, 2024 |
| Effective date | May 1, 2024 |
| Approval date of last revision | December 1, 2017 |
| Effective date of last revision | December 1, 2017 |
| Date of policy review* | November 28, 2023 |

**unless otherwise indicated, this policy will still apply beyond the review date*

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| Related legislation, policies, procedures, guidelines and local protocols | Title IX Office website: https://www.alcorn.edu/discover-alcorn/title-ix/ Human Resources Management website: https://www.alcorn.edu/offices/finance-and-administration/human-resources-management/ |
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Purpose

Alcorn State University (ASU) has established this policy in order to set forth the expectations regarding amorous relationships between ASU community members.

Scope/Application

This policy applies to administration, faculty, staff, and students at Alcorn State University.

Policy Statement and Principles

Alcorn State University considers there to be three categories of amorous relationships: a) those not subject to this policy; b) those that are permitted with appropriate disclosure and conflict of interest monitoring; and c) those that are prohibited.

Amorous Relationships that require disclosure include, but are not limited to:

- Employees who have an amorous relationship with another person over whom they have indirect supervisory responsibilities (e.g., influence over assignments, oversight of hours worked or scheduled, input regarding performance, etc.).
- A faculty member who engages in an amorous relationship with a student for whom the faculty member has no current professional responsibility, but where there is a reasonable expectation that the faculty member may have professional responsibility for the student at some point in the future.

Amorous Relationships prohibited under all circumstances and presumed to be non-consensual:

- No person in a position of trust shall engage in an amorous relationship with a student.
 - If the parties to an amorous relationship are in unequal positions relative to one another, a significant power differential may result.
 - The existence of a power differential may restrict the less powerful individual's choice to participate freely and willingly in the relationship due to actual or perceived coercion and/or retaliation.
- No faculty member shall engage in an amorous relationship with a student who is enrolled in a course being taught by the faculty member, whose academic performance is supervised by the faculty, or who volunteers for or performs work of any kind for the faculty member.
- No supervisor shall engage in an amorous relationship with a person over whom they have direct supervisory responsibilities.
- No employee shall engage in an amorous relationship with a student or employee over whom they have supervisory and/or evaluative responsibilities, such as in the context of a thesis or a promotion/tenure committee.

Employees may not retaliate against an individual for making a report under this policy or participating in an investigation regarding allegations that fall within the policy.

Roles and Responsibilities

Alcorn State University's President/IEO, or his/her delegates are responsible for development, administration, and maintenance of appropriate administrative policies, procedures, and guidelines to implement this policy.

All employees must disclose an amorous relationship with another ASU community member that does not have a current conflict of interest or power differential but could reasonably result in either at some point in the future.

ASU supervisors are required to monitor amorous relationships that have been disclosed to them.

Any employee who is aware of a prohibited amorous relationship must report the existence of a prohibited relationship to the Office of Human Resources Management.

Remediation:

Upon notification, the responsible supervisor, administrator, etc., must ensure that the potential risk is managed, decreased, or eliminated as a result of the amorous relationship. Appropriate action may include, but is not limited to:

- Reassignment of one party to sever the supervisory relationship
- Recusal of the supervisor or individual in the position of authority or perceived authority from all official matters affecting, or appearing to affect, the subordinate
- Administrative inquiry into the matter to determine if any inappropriate action(s) occurred as a result of the relationship, which could result in administrative action, including disciplinary action. Such findings may also be considered when making administrative decisions to including funding, staffing, and resources.

Compliance/Enforcement

Engaging in an amorous relationship that is prohibited by this policy constitutes a violation that may result in sanctions up to and including removal of the employee's supervisory, instructional, or evaluative responsibilities, and/or termination.

Failing to disclose the amorous relationship as required by this policy constitutes a violation that may result in sanctions up to and including removal of the employee's supervisory, instructional, or evaluative responsibilities, and/or termination.

In cases where a student employee has engaged in an amorous relationship that may have violated this policy, the matter will be referred to the Vice President, Student Affairs and Enrolment Management, or his/her delegate, for adjudication.

Any employee who engages in retaliation may be subject to disciplinary action up to and including termination and/or expulsion (student employee). Reports of retaliation will be reviewed and investigated in the same manner in which other allegations of misconduct are handled.

Review

As indicated, but not less than every four (4) years

Glossary of Terms/Definitions

1. Amorous Relationship means a romantic, dating, or sexual relationship. This definition excluded marital or civil union relationships.
2. Employee means any person employed by ASU, appointed by ASU, or assigned to ASU, including non-remunerative appointees and graduate students.
3. Faculty member means any person who performs any teaching, instruction, or coaching duties at ASU, including academic faculty members, instructional staff, athletic coaches, non-remunerative appointees and graduate students with teaching or tutorial responsibilities.
4. Person in a position of trust means any person employed by ASU who has significant influence or responsibility over a student or another employee, including, but not limited to, their health, welfare, education, employment, or supervisory or advisory responsibilities. An ASU non-student employees may be considered a person in a position of trust. Some student employees, by virtue of their position, are also considered a person in a position of trust, including, but not limited to: Residence Life student staff, peer mentors, teaching assistants, research assistants who supervise other students and any other student employee who meets the definition of having influence or responsibility over another student.
5. Student means any person who is applying to ASU or who is currently enrolled at ASU, regardless of age or status.
6. Supervisor means any employee who occupies a position of authority over another employee with regard to hiring, administering discipline, conducting evaluations, granting salary adjustments, or overseeing or assigning work.

REVIEWED BY:

/s/ _____
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Assistant Vice President
Human Resources Management

May 1, 2024
Date

/s/ _____
Adell Brown, Ph.D.
Interim Vice President for Finance,
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May 1, 2024
Date

/s/ _____
Alfred L. Galtney, J.D.
Chief Compliance Officer

May 1, 2024
Date

APPROVED:

/s/ _____
Tracy M. Cook, Ed.D.
President/IEO

May 1, 2024
Date