



Policy Title:	Amorous Relationships at Work
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Policies Superseded:	None
Policy Management Area(s):	Human Resources and Equal Opportunity

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SUMMARY:

Coastal Carolina University is committed to maintaining an environment in which learning, discovery and engagement take place in a professional atmosphere of mutual respect and trust. To this end, this document sets forth the University's policy to guide all trustees and board members, officers and staff (contractual agents and student employees) concerning amorous relationships in the workplace. Faculty should refer to the Faculty Manual for guidance on this subject.

POLICY:

I. DEFINITIONS

- A. Amorous Relationship -- Romantic or sexual relationships between two individuals who are not married to each other and who mutually and consensually understand the relationship to be romantic and/or sexual in nature.
- B. Supervisor - For purposes of this policy, supervisor is defined as any individual who has the delegated authority to hire, promote, evaluate, grade, direct, coach or mentor another person or who is in the supervisory chain of command.

II. AMOROUS RELATIONSHIPS AT WORK

- A. Employees are encouraged to socialize and develop professional relationships in the workplace provided that these relationships do not interfere with the work, academic, or athletic performance of either individual or with the effective functioning of the workplace.
- B. Amorous relationships where there is disparity of power, such as between employees and their subordinates, staff and students, including student workers, graduate assistants, and interns, board members and students or staff are inappropriate. Voluntary consent by the student or subordinate in a romantic or sexual relationship is difficult to determine given the asymmetric nature of the power structure in the relationship. These relationships, even if considered consensual, may ultimately result in conflict or difficulties in the workplace. If such a relationship currently exists or develops, it must be disclosed.
- C. Both parties in the amorous relationship are required to disclose their relationship to their department head and Human Resources and Equal Opportunity.