FAPC Meeting, Friday, Feb 10th, 2023, 2pm

Via Zoom: <https://gcsu.zoom.us/j/7183867875>

Guest: Carol Ward, HR

Agenda:

1. Approval of Agenda & minutes from November and January
2. Information Item & Discussion: Carol Ward will discuss the new Amorous Relationship Policy. Note that even when policy comes directly from the USG, the senate sometimes votes to affirm or endorse after discussion. We should discuss this possibility. Both the new and old policies are cut and pasted below.
3. Discussion: A constituent has suggested that we discuss the Progressive Discipline Policy (attached), so we will do so while Ms Ward is our guest.
4. New business?

**New Policy:**

<https://gcsu.smartcatalogiq.com/en/Policy-Manual/Policy-Manual/Office-of-Human-Resources/Harassment/Amorous-Relationships>

Amorous Relationships

Applicability

All employees and students of Georgia College should be aware of this policy.

Definitions

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

Employees: all faculty, staff, and student workers.

Policy

When one party has a professional relationship towards the other or stands in a position of authority over the other, even an apparently consensual amorous relationship may lead to sexual harassment or other breaches of professional obligations.

In accordance with the University System of Georgia (USG) Board of Regents policy, Georgia College prohibits all employees from having a romantic or sexual relationship with any student or employee whom the individual supervises, teaches, or evaluates in any way. Additionally, employees are prohibited from having a romantic or sexual relationship with any student or employee whose terms or conditions of education or employment the individual could directly affect. Any individual who violates this policy is subject to disciplinary action commensurate with the offense.

Employee Disclosure: All Georgia College employees 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: Employees or students who believe in good faith that a violation of this policy has occurred should promptly report the violation to the Office of Human Resources.

Any individual in authority who is or has been involved in an amorous relationship with a person whom they may be called upon to evaluate must promptly report this fact to the appropriate chain of command. The Office of Human Resources must be notified in advance of any personnel actions that would be impacted by this policy.

Procedures

Report(s) of a potential policy violation should be submitted on the General Complaint Form. The Office of Human Resources can be contacted for policy interpretations or to provide guidance as needed. The General Complaint Form will be reviewed by the Office of Human Resources to determine the appropriate next steps which could include a referral to an investigative triage committee. Impacted parties will be notified/involved, as appropriate, to ensure an equitable process.

**The old policy:**

# GC Policy

[https://gcsu.smartcatalogiq.com/en/Policy-Manual/Policy-Manual/Office-of-Human-Resources/Harassment/Amorous-Relationships](https://nam11.safelinks.protection.outlook.com/?url=https%3A%2F%2Fgcsu.smartcatalogiq.com%2Fen%2FPolicy-Manual%2FPolicy-Manual%2FOffice-of-Human-Resources%2FHarassment%2FAmorous-Relationships&data=05%7C01%7Csabrina.hom%40gcsu.edu%7Cf88994fd5e1d4ae77edd08dafbea3e1e%7Cbfd29cfa8e7142e69abc953a6d6f07d6%7C0%7C0%7C638099280741626695%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=rsetaFd8CDlum0WlhWaFyAnRkUK3F4Forkma2NInBQ4%3D&reserved=0)

## Amorous Relationships

When one party has a professional relationship towards the other, or stands in a position of authority over the other, even an apparently consensual amorous relationship may lead to sexual harassment or other breaches of professional obligations. The University prohibits all faculty and staff, including graduate teaching assistants, from pursuing amorous relationships with undergraduates whom they are currently supervising or teaching.

The University also strongly discourages amorous relationships between faculty or administrators and graduate/professional students and/or employees whose work they supervise. Anyone involved in an amorous relationship with someone over whom he or she has supervisory power must recuse himself or herself from decisions that affect the compensation, evaluation, employment conditions, instruction, and/or the academic status of the subordinate involved.

Any individual in authority who is or has been involved in an amorous relationship with a person whom they may be called upon to evaluate must promptly report this fact to his or her supervisor. The supervisor will then arrange to see that the individual in authority does not evaluate nor participate in discussions and decisions that affect the compensation, evaluation, employment conditions, instructions, and/or academic status of the subordinate involved. Any individual who violates this policy is subject to disciplinary action commensurate with the offense. Such matters can be reported to the Chief Diversity Officer and Special Assistant to the President, if necessary.

Georgia College has the authority to take appropriate action when disruptive conduct, job performance problems, or actions that reflect poorly on the institution result from amorous relationships.