



## SUNY Orange Policies and Procedures

Policy Number	Policy Title
<b>BP3.8</b>	<b>Personal Relationships in the Workplace</b>

Orange County Community College employees, regardless of sex, gender or sexual orientation, are prohibited from entering into romantic, intimate, and/or sexual relationships with another member of the College community (student or employee) over whom they hold a position of direct, indirect or implied power. This includes, but is not limited to, persons whom one teaches, advises, coaches, counsels, mentors, evaluates or supervises in any way.

Faculty, staff, and students with pre-existing relationships with subordinates must also disclose such relationships in accordance with College procedures so that appropriate arrangements can be made, where necessary, to terminate the supervision, evaluation, or instruction power imbalance.

Entering into or continuing in a romantic, intimate, or sexual relationship with a student or subordinate absent appropriate disclosure and adherence to College procedures can subject the employee to discipline up to and including termination and a student to discipline in accord with the Student Code of Conduct.

The Board of Trustees directs the President to develop such procedures as to fairly implement this policy.

Amended: March 16, 2022