
Policy: Consensual Relationship Policy

Policy No: 4.28

Approved: Board of Trustees: September 2019

SUNY Sullivan faculty and staff are prohibited from entering into romantic, intimate, and/or sexual relationships with students if there is an existing supervisory, evaluative or instructional relationship, unless the relationship is disclosed and supervision, evaluation or instruction is terminated in accordance with the policy. Entering into or continuing in such a relationship can subject the faculty or staff member to discipline up to and including termination.

SUNY Sullivan faculty and staff are prohibited from supervising any employee with whom they are engaged in a romantic, intimate, and/or sexual relationship. Faculty and staff who seek to enter into a romantic, intimate, and/or sexual relationship with any employee for whom they provide supervision must notify their direct supervisor or unit head, The Office of Human Resources. The Office of Human Resources or shall notify the Vice President, or equivalent, overseeing the relevant division. Initial disclosure must occur within two (2) business days of commencement of the romantic, intimate, and/or sexual relationships. The employees supervisor, in concert with The Office of Human Resources or designee, and divisional Vice President or equivalent shall determine whether an alternative supervisory structure is possible and, if so, shall direct the employees to the alternative supervisory structure. Even if the relationship concludes (whether amicably or not), the covered employee may never supervise the other employee. Entering into or continuing in such a relationship can subject the faculty or staff member to discipline up to and including termination.

Relationships between faculty or staff and a student, or supervised employee that pre-date enrollment as a student or hire as staff are permissible provided that the relationship is disclosed to the faculty or staff members direct supervisor or unit head and The Office of Human Resources. Disclosure must occur within two (2) business days of enrollment or hire. Failure to timely notify appropriate staff can subject the faculty or staff member to discipline up to and including termination.

Students also serving as employees are prohibited from entering into romantic, intimate, and/or sexual relationships with students over whom they have a current academic or other supervisory relationship. Relationships between student-employees and students over whom they have a current academic or other supervisory relationship that pre-date the supervisory relationship are permissible provided that the relationship is disclosed to the faculty or staff members direct supervisor or unit head and The Office of Human Resources. Disclosure must occur within two (2) business days of enrollment or hire.

Reports of violations of this policy may be brought to the campus Title IX Coordinator, The Office of Human Resources, or the Office of the President.

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