

# Policy Manual



<b>Title:</b> Amorous Relationships	<b>Number:</b> 6Hx2-3.56
<b>Legal Authority:</b> Fla. Statutes 1001.64; 1001.65	<b>Page:</b> 1 of 2

## GENERAL STATEMENT

Broward College (“College”) is committed to fostering an educational climate characterized by professional and ethical behavior free of discrimination and conflict of interests. Amorous relationships between employees and other persons within the College community may impair or undermine the learning and work environments when the relationship is based on unequal authority or power, and when one person in the relationship is evaluating the other. Accordingly, it is the policy of the College that an employee shall not engage in an amorous relationship with another person within the college community over whom the employee exercises authority, educational or professional responsibility.

## THE POLICY and THE FACULTY AND STAFF

The College affirms its commitment to ensure that each member of the College community be able to work in an environment free from any form of discrimination or harassment based upon an amorous relationship.

The College prohibits amorous relationships, whether consensual or not, between employees and student workers that they supervise; between faculty members and students in their classes or that they advise; and between supervisors and subordinates in a unit. Amorous relationships shall also be prohibited between any employee and any student for whom that employee has a professional responsibility.

In recognition of privacy and free association, the College does not prohibit consensual amorous relationships other than those specifically prohibited in this policy. However, members of the College who hold positions of authority should not engage in any actions that can be considered sexual harassment. Even an apparently consensual amorous relationship may lead to sexual harassment or other breaches of professional obligations if one of the individuals in the relationship has a professional responsibility toward or is in a position of authority with respect to the other, such as in the context of instruction, advisement, or supervision. Due to the difference in authority, there may be the appearance of favoritism and it may be difficult to assure that the relationship is truly consensual.

## IMPLEMENTATION and OVERSIGHT

The Executive Director for Human Resources and Equity has responsibility for the implementation and oversight of this policy.

## VIOLATION OF POLICY

Violations of this policy will be investigated and may result in disciplinary actions up to and including termination.

<b>History:</b> Adopted June 27, 2017			
<b>Approved by the Board of Trustees</b>	<b>Date:</b> 06/27/17	<b>President’s Signature</b> 	<b>Date:</b> 06/27/17

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## DEFINITIONS

**Amorous Relationship** - A consensual romantic, sexual or dating relationship. This definition excludes marital unions and domestic partnerships.

**Supervisor** – Any supervisor in the chain of command of the employees' unit.

**History:** Adopted June 27, 2017

Approved by the  
Board of Trustees

**Date:**  
06/27/17

President's Signature

A handwritten signature in black ink that reads 'J. David Anthony Jr.'.

**Date:**  
06/27/17