



Amorous Relationship Reporting Procedures

The Georgia Institute of Technology (“Georgia Tech”) is committed to maintaining a positive educational and working environment that is free from conflicts of interest, favoritism, and exploitation. Georgia Tech complies with the University System of Georgia’s Amorous Relationship Policy. The purpose of the USG’s (“USG”) [Amorous Relationship Policy](#) is to address dating, intimate, romantic, and/or sexual interactions that, although consensual, may create actual or perceived conflicts of interests, or create the possibility for sexual harassment, exploitation, or favoritism.

Georgia Tech recognizes that consenting individuals associated with the Institute should generally be free to enter personal relationships of their choice. While consenting amorous relationships may seem harmless, such relationships may risk undermining the essential purpose of the Institute or the workplace and learning environment. Individuals in positions of authority within the Georgia Tech community must be aware of the potential risks associated with even consensual amorous relationships with their subordinates. Such relationships could create an environment with potential or perceived conflicts of interest and possible use of academic or supervisory leverage to maintain or promote the relationship.

These procedures outlined below apply to any employee, students, mentors, interns, externs, contractors, volunteers, at the Georgia Tech.

I. Amorous Relationships

Georgia Tech prohibits all employees, including faculty, graduate student teaching assistant, and administrators, from having romantic or sexual relationship with any student or Georgia Tech employee who the individual supervises, teaches, or evaluates in any way. Additionally, a Georgia Tech employee is prohibited from having romantic or sexual relationship with any student or Georgia Tech employee whose terms or conditions of education or employment the individual could directly affect.

Any non-amorous sexual relationship and/or acts of discrimination and harassment are addressed in the Georgia Tech’s Equal Opportunity, Nondiscrimination, and Anti-Harassment Policy and Sexual Misconduct Policy.

Examples of prohibited amorous relationships include but are not limited to amorous dating, intimate, romantic, and/or sexual relationships between:

- Faculty and undergraduate students
- Coaches and undergraduate students
- Georgia Tech employees that maintain subordinate/superior relationship through any line of authority that in any way affects the terms, or conditions, of the other’s employment.



Marriage and other familial relationships are addressed under the [Employment of Relatives Policy](#).

II. Duty to Report

In accordance with the [University System of Georgia Policy on Amorous Relationships](#) (BOR 8.2.16.6), employees have a responsibility to promptly report when they are called to supervise or evaluate an employee or student with whom they are involved or have previously been involved in an amorous relationship. Likewise, Georgia Tech employees or students who believe in good faith that a violation of this policy has occurred should promptly report the violation in accordance with the processes established within this document.

A violation of BOR 8.2.16.6 may subject an employee to disciplinary action, up to and including termination of employment. Employees subject to disciplinary action can grieve the disciplinary action pursuant to the applicable [Staff Grievance Procedure](#) and [Faculty Grievance Procedure](#). Students will have a right to grieve subject to the policies set forth in the [Student Complaints Policy](#).

III. Key Definitions

1. **Amorous Relationship:** A consensual intimate, romantic, and/or dating relationship between two individuals, whether long-term or short-term, casual or serious.
2. **Employee:** Any staff member including, but not limited to, part-time, full-time, temporary, non-benefits eligible, contracted employees, volunteers, interns, externs, or student workers whether being paid from Georgia Tech funds or not. Any faculty member including, but not limited to, non-tenure track, tenure-track, tenured, adjunct, instructors, instructional assistants, teaching assistants, lab assistants, or any other faculty member who provides teaching or instruction to a Georgia Tech student whether being paid from Georgia Tech funds or not.
3. **Line of Authority:** Authority that extends through organizational levels of supervision, management, and/or financial authority.
4. **Student:** Any person who is taking or auditing classes of the Institute, either full-time or part-time; is participating in academic programs; or is pursuing undergraduate, graduate, or professional studies
5. **Subordinate:** An employee who ranks below another employee within the departmental hierarchy



IV. Amorous Relationship Reporting Process

1. All Georgia Tech employees, including faculty, graduate student teaching assistant, and administrators, have a responsibility to promptly report circumstances in which they are called upon to evaluate or supervise a Georgia Tech employee or student with whom they are currently involved in an amorous relationship or with whom they have been involved in an amorous relationship.
2. Georgia Tech employees or students who believe in good faith that a violation of the USG Amorous Relationship Policy has occurred should promptly report the violation in accordance with the processes established within these procedures.
3. Complaints regarding Prohibited Conduct shall be reported to the Georgia Tech Human Resources, Employee Relations Department via employee-relations@ohr.gatech.edu or by submitting the following [Form](#).
4. The Senior Director of Employee Relations will determine whether and to what extent an investigation will be conducted and provide a recommendation to the appropriate administrator, as necessary. For situations involving students, the Title IX Coordinator will also be consulted as appropriate to determine if the Institute's Sexual Misconduct Policy has potentially been violated as well.
5. For Situations where an investigation is appropriate, Georgia Tech Human Resources, Employee Relations Department will coordinate with the appropriate department responsible for conducting the Investigation.
6. There is no responsibility to report an amorous relationship more than once.
7. Changes in Reporting Structure: If a prohibited amorous relationship occurs or is likely to occur, both individuals involved in said relationship must promptly consult with Georgia Tech Human Resources, Employee Relations, who will work with the appropriate departmental leadership to determine appropriate action, which may include changes in reporting structure.
8. The individual in the supervisory line of authority may request a modification to a management plan if needed, which could include a change in reporting structure.

V. Grievances

Any third-party individual that believes a Georgia Tech employee or student is involved in an inappropriate amorous relationship may report their concerns to Georgia Tech Human Resources, Employee Relations via employee-relations@ohr.gatech.edu or by submitting the following [Form](#).



VI. Retaliation

Both the [USG](#) and [Georgia Tech's Non-Retaliation](#) policies prohibit retaliation against an individual for reporting an amorous relationship. Retaliation against a person who reports a potential violation under this policy, assists someone with a report of a violation, or in any manner in an investigation or in the resolution of a complaint made under this policy is strictly prohibited and will not be tolerated. Retaliation includes, but is not limited to threats, intimidation, reprisals, any action or behavior that is designed to punish an individual for reporting concerns or wrongdoing, and/or adverse actions related to an individual's employment or education. If retaliation is found, appropriate disciplinary action and sanctions will be made in accordance with the USG and Georgia Tech's Non-Retaliation policies.