



UNIVERSITY OF MIAMI
CONSENSUAL/AMOROUS RELATIONSHIPS POLICY

It is the policy of the University of Miami that members of the University community are strongly discouraged from entering into consensual/amorous relationships with persons over whom they have evaluative authority. Consensual/amorous relationships give the appearance of a compromising conflict of interest, favoritism, or bias in the workplace, which may be prejudicial to the interests of the University, its members, and the public interest it serves. Supervisors who engage in a consensual/amorous relationship must take necessary steps to ensure that they do not simultaneously have evaluative authority and a consensual/amorous relationship.

DEFINITION

Consensual/Amorous Relationships: for the purpose of this policy is defined as a relationship where the parties are romantically or sexually intimate, or are involved in a relationship in which sexual intimacies would ordinarily be presumed between members of the University of Miami community that is willingly undertaken.

GRIEVANCE PROCEDURE

Any administrator, employee, faculty member or student who believes that their employment or academic standing is or could be adversely affected by a potential or actual conflict of interest deriving from the existence of a consensual/amorous relationship; or have questions regarding this policy or available options should notify their departmental chairs, Office of the appropriate Dean, the Office of the Vice Provost for Undergraduate Affairs, the Office of the Ombudsperson, or the Office of Equality Administration. A party who engages in consensual/amorous relationships without reporting such a relationship may be subject to disciplinary action under applicable University policies and procedures. Steps will be taken to eliminate the conflict.

Additional information about this policy maybe be found in the University of Miami Human Resources Policies and Procedures, Faculty Handbook, Student Rights & Responsibilities Handbook, Graduate Bulletin, Law School Handbook, and at:

www.miami.edu/hr/; www.miami.edu/faculty-senate/2002-02PresResp.doc
www.miami.edu/dean-students; www.miami.edu/grad; www.miami.edu/equality-administration.



**UNIVERSITY OF MIAMI
SEXUAL HARASSMENT POLICY**

It is the policy of the University of Miami that sexual harassment of or by any administrator, faculty member, employee or student is prohibited. A violation of the sexual harassment policy shall constitute grounds for disciplinary action up to and including dismissal from the University. The University reaffirms its commitment to the concept of non-discrimination and to providing a work environment and an educational forum free of sexual harassment.

DEFINITION

Sexual harassment includes, but is not necessarily limited to physical or verbal abuse of a sexual nature including graphic commentaries about an individual's body, sexually degrading remarks used to describe an individual, or unwelcome propositions and physical advance of a sexual nature. Sexual harassment also includes the threat or insinuation that sexual submission or the lack thereof will be used as a basis for employment or educational decisions affecting or interfering with an individual's salary, academic standing, or other conditions of employment, academic, or career development.

GRIEVANCE PROCEDURE

Any employee who believes that she or he has been subjected to sexual harassment may utilize the University grievance procedure. Two courses of action for resolving a complaint are available: an informal procedure and a formal procedure. Full text of the grievance procedure can be found at www.miami.edu/equality-administration; or contact the Equality Administration Office at 284-3064, 104 Max Orovitz Building, Coral Gables Campus, Locator Code 1411; or 243-7203 or 901 NW 17 Street, Park Plaza East, Suite D, Medical Campus (M-845).

DETACH

**ACKNOWLEDGEMENT OF RECEIPT OF UNIVERSITY OF MIAMI
SEXUAL HARASSMENT AND CONSENSUAL/AMOROUS RELATIONSHIPS POLICIES**

I, _____, acknowledge that on this date, I have received
(PRINT NAME)
a copy of the University of Miami Sexual Harassment and Consensual/Amorous Relationships Policies.

Signature _____ Date _____

Department _____ Title _____