

## MEMORANDUM

**TO:** University Faculty, Staff and Graduate Assistants

**DATE:** September 15, 2005

**SUBJECT:** Amorous Relationships

Information concerning amorous relationships appears in Clemson University's brochure entitled, Sexual Harassment: What You Need to Know. This guide addresses the complex issues of sexual harassment and amorous relationships in the classroom and in the workplace. The following excerpts merit special attention and refer to amorous relationships involving students and faculty, as well as supervisors and employees:

Amorous relationships that might be appropriate in other circumstances can be inappropriate when they occur between a faculty member, officer, or supervisor of the University, and any student or subordinate employee for whom he or she has a professional responsibility.

Those in positions of authority inherently carry the element of power in their relationships with students or subordinates. It is imperative that those with authority neither abuse, nor appear to abuse, this power entrusted to them.

Officers, supervisors, and members of the teaching staff should be aware that any romantic involvement with a student or subordinate employee could make them liable for formal action if a complaint is initiated. Even when both parties have consented to such a relationship, it is the officer, supervisor, or faculty member who may be held accountable for unprofessional behavior. Difficulties can arise from third parties who may feel that they have been disadvantaged by such relationships. Graduate assistants, resident assistants, tutors, and undergraduate teaching assistants who are also professionally responsible for students, would be wise to exercise special care in their relationships with students they instruct or evaluate.

I encourage you to contact Byron Wiley, Director, Access and Equity, at 656-3181 (voice) or 656-0899 (TDD), if you have any questions concerning these statements or the Clemson University policy on Harassment.

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James F. Barker, FAIA