



## Ohio Administrative Code

### Rule 3339-3-16 Reporting romantic and sexual relationships in the instructional and supervisory setting.

Effective: November 1, 2021

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Instructional, unclassified administrative and classified staff, and graduate students may not exercise supervisory responsibility or other university responsibility or authority over family members or other employees with whom they have a romantic or sexual relationship. Supervisory responsibility includes any relationship wherein one person has the power or authority to alter or influence the responsibilities, duties, terms, and/or conditions of employment of another. Those with supervisory responsibility as used in this policy are not limited to direct or first-line supervisors.

Any instructional, unclassified administrative or classified staff member, or graduate student who is having a romantic or sexual relationship with a person over whom he or she has supervisory responsibility, or other university responsibility or authority must notify his or her immediate supervisor of the relationship. The instructional, unclassified administrative or classified staff, or graduate student must be removed immediately from all decision-making processes and positions of authority concerning the person with whom he or she is having the relationship. The university requires the resolution of all conflicts of interest created by the relationship.

Failure to report the relationship, to cooperate in the transfer of responsibility and authority, or to resolve all conflicts of interest are grounds for discipline, up to and including termination, under appropriate university policies.

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