



Title: Policy on Relationships	Policy Category: Equity & Access
Issuing Authority: President	Responsibility: Office of Equity & Access
Publication Date: 11/15/2022	Next Review Date: 11/15/2025

Printed copies are for reference only. Please refer to the electronic copy for the latest version.

Policy Statement/Background:

Stony Brook University is committed to providing a learning and working environment that is guided by mutual respect, trust, professionalism, and ethics. With this in mind, it is in the best interests of our community to provide a clear statement about the prohibition of romantic and/or sexual relationships where an apparent or inherent power imbalance exists between the parties.

Policy:

It is the policy of Stony Brook University that employees in supervisory or instructional positions shall not engage in or pursue a romantic and/or sexual relationships with any subordinates, including but not limited to: trainees, interns, students, or others within their sphere of influence. Examples of such prohibited relationships might include, but are not limited to:

- Supervisor and direct or indirect subordinate
- Employee/faculty member and student within the employee/faculty member's sphere of influence
- Faculty/instructor and resident/medical/dental student within the employee/faculty member's sphere of influence
- Advisor/mentor and student/intern
- Professional staff member of Campus Residences and Resident Assistant (RA) or residential student
- Coaching staff and student-athlete

Preexisting relationships where the employee will have supervisory, instructional, or other professional responsibility for another employee that predate the existence of such supervisory, instructional or professional responsibility must be disclosed to the Office of Equity and Access (OEA). OEA will work with Human Resources and the department to address potential conflicts of interests.

Retaliation is prohibited against any individual who files a relationship policy violation report or participates in a relationship policy violation investigation in any manner. Any substantiated act of retaliation may result in sanctions or other disciplinary action as covered by University policy (including the Code of Student Responsibility) and/or the disciplinary procedures pursuant to the applicable collective bargaining agreements, and applicable policies and procedures.

Individuals in violation of the terms of this policy may be subject to discipline up to and including termination.

Reporting

An administrative head of a department, program or unit who obtains information that would lead a reasonable person to believe that such a relationship exists, as identified above, should report the behavior to OEA.

Definitions:

None

Contact:

Additional information about this policy is available here:

Office of Equity and Access

201 Administration Building

Stony Brook, NY 11794

(631) 632-6280

www.stonybrook.edu/oea

Human Resource Services:

West Campus, Health Sciences, and School of Medicine

390 Administration Building
Stony Brook, NY 11794
(631) 632-6161

Stony Brook University Hospital

31 Research Way, Suite 200
East Setauket, NY 11733
(631) 444-4700

Long Island State Veterans Home (LISVH)

100 Patriots Road
Stony Brook, NY 11790
(631) 444-8617

Employee and Labor Relations:

West Campus and Health Sciences Center

291A Administration Building
Stony Brook, NY 11794
(631) 632-6140

Stony Brook University Hospital

HSC Level 3, Room 040
Stony Brook, NY 11794
(631) 444-3780

Long Island State Veterans Home (LISVH)

100 Patriots Road
Stony Brook, NY 11790
(631) 444-8617

Relevant Standards, Codes, Rules, Regulations, Statutes and Policies:

- [Equal Opportunity/Affirmative Action Policy](#)
- [Sexual Misconduct & Reporting Policy](#)
- [Disclosure of External Interests & Commitments Policy](#)
- [Business Relationships & Financial Transactions Policy](#)

- [Stony Brook University Non-Discrimination Statement and Title IX Notice of Non-Discrimination](#)
- [Complaint Procedure for Allegations of Discrimination](#)
- [Research Foundation for SUNY: Conflict of Interest Policy](#)