



Policy # HR.106
Non-Fraternization Policy
Responsible VP: VP for Finance,
Treasurer
Responsible Office: Human
Resources
Approved By: Cabinet
Approved: 07/01/2022
Effective Date: 07/01/2022
Scope: All Employees
Last Revised: 08/01/2020
Last Reviewed: 07/01/2024

NON-FRATERNIZATION POLICY

Limitation on Consensual Relationships*

In order to protect the integrity of the academic and work environment, this Policy places limitations on consensual romantic or sexual relationships between and among faculty, staff, and students.

When individuals are involved in a consensual romantic or sexual relationship and are in positions of unequal authority or power, there is the potential for a conflict of interest, favoritism, and exploitation of power. University employees are prohibited from having sexual relations and/or romantically intimate or amorous relationships with any Molloy students. Anyone with supervisory authority or evaluative, mentoring authority who controls or influences another person's employment, academic advancement, extracurricular or athletic team participation, scholarship or financial support, grades, recommendations, wage status, or promotion at the University cannot be in a romantic or sexual relationship with that person regardless of consent. If anyone is promoted into a position that results in a conflict with this Policy limiting consensual relationships, this information must be reported to a supervisor, Vice President, or the Assistant Vice President of Human Resources for assistance in resolving the conflict. Molloy will respond to all reports of prohibited or inappropriate sexual, amorous, or romantically intimate behavior and maintains discretion to determine consequences for violating this policy on consensual relationships, which may include but is not limited to termination from employment.

*This policy was adapted from the approved Sexual Misconduct Policy that was in effect on August 1, 2020.