

RA CONSENSUAL RELATIONSHIP STATEMENT

The University is committed to the principle that its personnel shall carry out their duties in an objective and ethical fashion and in an atmosphere in which conflicts of interest are identified and managed. The University does not interfere with private choices regarding personal relationships when these relationships do not interfere with the goals and policies of the University. However, consensual romantic or sexual relationships in which one party retains a direct supervisory or evaluative role over the other party have the potential to interfere with these goals and policies. Therefore, consistent with its commitment to objectivity and ethical behavior, the University is required to intervene in such circumstances.

A romantic, intimate, or sexual relationship in which one individual is in a position to Exercise Authority over the other creates conflicts of interest and perceptions of undue advantage or disadvantage. When both parties have consented at the outset to a romantic, intimate, or sexual relationship, this consent does not remove grounds for a charge of conflict of interest, sexual harassment, or violation of applicable parts of Section D.9, Code of Ethical Behavior, based upon subsequent unwelcome conduct.

Colorado State University's policy on Consensual Relationships, Appendix 2

As an employee of the Department of Housing & Dining Services, the Resident Assistant (RA) has many responsibilities. RA staff who live and work within the residence halls must recognize that, in fairness to student residents and in order to effectively fulfill the responsibilities of their University position, it is imperative that they maintain a separation between their professional role as an RA and their personal life from the lives of the student residents who live on their floor.

In keeping with the institution's Consensual Relationship policy (above), the RA should understand that they may not date residents for whom they are directly responsible in their employment capacity. Romantic, intimate, or sexual relationships between staff and residents within their charge, regardless of who initiates or pursues these relationships or whether at the moment they appear mutually voluntary, create an inherently unsuitable situation, due to the practical inseparability of personal and professional roles. These relationships are also inevitably distracting to other residents. The existence or perception of favoritism is unavoidable.

The RA should understand that they must, at all times, exercise ethical decision-making skills and maintain open and honest two-way communication with their supervisor(s) regarding circumstances or issues that affect their employment relationship.

Therefore, the policy of CSU Office of Residence Life is that an RA who enters into a romantic, intimate, or sexual relationship with a student resident under their charge must inform their supervisor(s) of the consensual relationship immediately. Within fifteen (15) working days of receiving a report of a consensual relationship, the Assistant Residence Director/Residence Director shall consult with their supervisor to develop a plan to manage or eliminate identified conflicts of interest and mitigate adverse effects on the involved parties and other third parties. The supervisor will work with the RA to remove the direct supervisory or evaluative relationship in accordance with the University policy.

Failure to abide by this policy may result in disciplinary action, up to and including termination of employment.

RA Name (Please print)

RA Signature

Date