

# Utah Tech University Policy 302 Addenda B

## Relationship Management Plan



Name of reporting employee or University representative;  
Name of other party to romantic relationship;  
Nature of professional relationship (e.g., University student, my student, direct subordinate, indirect subordinate, etc.);

Date of romantic relationship initiation;  
Date of end of romantic relationship (if applicable);  
Date of disclosure of romantic relationship.

I, the above-named employee or University representative, understand the following:

- Utah Tech University (“the University”) adheres to all federal and state civil rights laws prohibiting discrimination in public institutions of higher education.
- It is the policy of the University that all students, staff, administrators, and faculty are entitled to a working environment and educational environment free of discriminatory harassment.
- The Department of Education’s Office of Civil Rights, the Equal Opportunity Commission, and the State of Utah regard sexual harassment as a form of sex/gender discrimination.
- The University has defined sexual harassment as unwelcome sexual, sex-based and/or gender-based verbal, online and/or physical conduct.
- Sexual harassment may take the form of *quid pro quo* harassment in which a person having power or authority makes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature and submission to such sexual conduct is made either explicitly or implicitly a term or condition of rating or evaluating an individual’s educational development or performance.

I, the above-named employee or University representative, agree that I have read and understand the following University Policies: 154, 157, and 302.

### Relationship with Subordinates:

I, the above-named employee or university representative, agree that I will not initiate or participate in any direct employment benefit or penalty as it relates to the above-named other party. Specifically, I will not undertake the following identified actions in regard to such person:

- Act as their direct supervisor and assign daily work.
- Draft or approve their job description or compensation.
- Approve or deny leave of any kind.
- Serve on a hiring committee for which they are an applicant.
- Evaluate them for retention, promotion, or tenure.
- Impose corrective or disciplinary action.
- Serve on a disciplinary review board or committee that evaluates their appeal.
- Nominate or evaluate them for an award.
- Any other direct benefit or penalty (detail below): \_\_\_\_\_

### Relationship with Students:

I, the above-named employee or University representative, agree that I will not initiate or participate in any direct student benefit or penalty as it relates to the above-named other party. Specifically, I will not undertake the following identified actions in regard to such person:

- Grade or otherwise evaluate their subjective coursework or class participation.
- Approve or deny any due date extension or other exception to a course syllabus.
- Evaluate them for a scholarship or admission to a selective program.
- Serve on a disciplinary hearing board or committee.
- Any other direct benefit or penalty (detail below): \_\_\_\_\_

I, the above-named employee or University representative, agree that:

- The romantic relationship is entirely voluntary and consensual.
- This relationship will not have a negative impact on my work.
- I will not engage in any public display of affection or other behavior that might create a hostile work environment for others.
- I will act professionally towards the above-named other party at all times, even if the romantic relationship has ended.

In addition to the aforementioned terms, I, the above-named employee or University representative, agree to the following terms regarding my position at Utah Tech University: \_\_\_\_\_