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:
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History: Form Created April 2019, editorial change July 2022