

# CONSENSUAL RELATIONSHIPS

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## Consensual Relationships

CSU 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. CSU does not interfere with private choices regarding personal relationships when these relationships do not interfere with the goals and policies of CSU. 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, CSU 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 CSU's Code of Ethical Behavior in the Faculty Manual, based upon subsequent unwelcome conduct. Pursuant to this policy, faculty members are prohibited from entering into consensual, intimate relationships with students over whom they exercise authority. Refer to the full CSU Policy on Consensual Relationships (<http://policylibrary.colostate.edu/policy.aspx?id=509>) for scope, definitions, applicability to faculty and other employees, and requirements, along with procedures for reporting any violation of such policy.

Retaliation against persons who report concerns about consensual relationships is also prohibited and constitutes a violation of this policy as well as CSU's Retaliation and Whistleblower Protection Policy (<https://policylibrary.colostate.edu/policy.aspx?id=777>).