



Consenting Relationships Policy for Student Affairs Graduate Student Assistants

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SECTION I. PURPOSE

This policy is a clarification to the University Consenting Relationships Policy (104) and pertains to graduate student assistants in the Division of Student Affairs.

SECTION II. SCOPE AND APPLICABILITY

The expectations set forth in this policy apply to all St. Thomas graduate student assistants in the Division of Student Affairs.

SECTION III. DEFINITIONS

When used in this policy, *consensual relationship* means a mutually acceptable dating, romantic and/or sexual relationship or encounter and includes engaging in any consensual sexual activity.

SECTION IV. POLICY

The University prohibits consensual relationships between individuals when one individual is in a position of authority with respect to the other individual. The following rules apply to Student Affairs graduate student assistants.

A. Prohibited Consensual Relationships

Student Affairs graduate student assistants are prohibited from having a consensual relationship with a student who is a resident of their hall or a student who they advise, evaluate, coach or counsel in any way in their capacity as a graduate student assistant.

B. Discouraged Consensual Relationships

St. Thomas discourages all other consensual relationships between Student Affairs graduate student assistants and undergraduate students.

C. Disclosure Required

If a Student Affairs graduate student assistant has a consensual relationship that is discouraged by this policy or that may create a perceived conflict of interest, the graduate student assistant must immediately disclose the relationship to their supervisor. Such disclosure assists all parties and the University in avoiding and managing conflicts of interest, appearance of bias, and possible impact of a power differential. Any doubt or question about whether disclosure is required must be resolved in favor of disclosure. In such situations, the University may take appropriate action under the circumstances, including without limitation, taking action to limit any actual or perceived conflict of interest or unfair influence.