



**CONSENSUAL RELATIONSHIP AGREEMENT AND
ACKNOWLEDGEMENT OF POLICY**

GEN 1.2.(7) is the policy of the University of Wisconsin Oshkosh that states consensual relationships that might be appropriate in other circumstances are not appropriate when they occur between (1) an employee of the university and a student over whom the employee has or potentially will have supervisory, advisory, evaluative, or other authority or influence, or (2) an employee of the university and another employee over whom the employee has or potentially will have supervisory, advisory, evaluative, or other authority or influence. Even where negative consequences to the participants do not result, such relationships create an environment charged with potential or perceived conflicts of interest and possible use of academic or supervisory leverage to maintain or promote the relationship. Romantic or sexual relationships that the parties may view as consensual may still raise questions of favoritism, as well as of an exploitative abuse of trust and power.

We, the undersigned employees, have entered into a personal relationship with each other. We have read and understand the Consensual Relationship Policy, part of which is outlined above, and we agree as follows:

- 1. Our relationship is entirely voluntary, and neither partner feels that the other partner is using their position at the University to cause the other partner to enter into a relationship.
- 2. We will not engage in any behavior that creates a hostile work environment for others or that makes others uncomfortable.
- 3. We will act professionally towards each other at all times, even if the relationship has ended.
- 4. We each understand that, under UW System policy, while in a domestic relationship, pursuing something of value for the other partner is the same as pursuing something of value for ourselves.
- 5. We will not participate in any university decision making processes that could affect the other partner's pay, promotional opportunities, performance reviews, hours, shifts, or career.
- 6. We agree that we will not engage in any conduct that is unwelcome to the other partner and we will not engage in any conduct that could violate the Sexual Violence and/or Sexual Harassment Policies, including harassment, stalking, dating or domestic violence, or other prohibited acts.
- 7. We will inform the university immediately if the relationship ends, or if the conduct or advances of the other person are no longer welcome.

Employee Names:

Employee Signatures:

_____ Date: _____
_____ Date: _____

Supervisor Signature(s):

Date: _____
Date: _____

HUMAN RESOURCES DEPARTMENT
UNIVERSITY OF WISCONSIN OSHKOSH • 800 ALGOMA BLVD • OSHKOSH WI 54901-8620
(920) 424-1166 • FAX (920) 424-2021