



AMOROUS RELATIONSHIP DISCLOSURE FORM FOR EMPLOYEES

UNIVERSITY OF CENTRAL FLORIDA

When Form Must Be Completed: If you are a faculty or staff member who is or was involved in an amorous relationship as described in Section IX of the University Prohibition of Discrimination, Harassment, and Related Interpersonal Violence Policy (No. 2-004.1)(Nondiscrimination Policy), you must prepare this form disclosing that relationship immediately to the Office of Institutional Equity.

Specifically, Section IX of the Nondiscrimination Policy prohibits: (1) all employees (including employees of Direct Support Organizations (DSO)) from pursuing or engaging in an amorous relationship with any undergraduate student; (2) all employees (including DSO employees) from pursuing or engaging in an amorous relationship with a graduate student under that individual's authority; and, (3) all employees (including DSO employees) from pursuing or engaging in an amorous relationship with employees whom they supervise. With regard to graduate students, situations of authority include teaching; formal mentoring or advising; supervision of research; employment of a student as a research or teaching assistant; exercising substantial responsibility for grades, honors, or degrees; and involvement in disciplinary action related to the student.

An "amorous relationship" is defined as an intimate, sexual and/or any other type of amorous encounter or relationship, whether casual or serious, short-term or long-term. For example, this may include having multiple romantic dates or having intimate physical contact (one-time or on multiple occasions) with the student or employee.

To complete the form:

- (1) Employee completes Section 1 and provides the form to the Office of Institutional Equity;
- (2) If the disclosing employee is a member of the faculty, the Office of Institutional Equity completes Section 2 in consultation with the Vice Provost for Faculty Excellence, the appropriate dean(s) or designee and other relevant administrative staff;
- (3) If the disclosing employee is not a member of the faculty, the Office of Institutional Equity completes Section 2 in consultation with the Director of Employee Relations and Human Resources Compliance, the appropriate vice president or designee and other relevant administrative staff.

Section 1

1. Your name, employee UCF ID (not NID), title, and department/office.

2. Name of student or employee with whom you have or previously had a relationship. For relationships with students, please indicate student's standing (i.e. undergraduate student, graduate student, etc.) and their student ID.

3. Please describe the nature and a timeline of the relationship.

4. If disclosing a relationship with a graduate student or an employee, describe your supervision or authority (or perceived authority) over the individual identified in your response to question no. 2 above. For example, set forth whether the student is currently enrolled in your class; whether the student or employee is a direct report to you; whether you supervise the student's work on their thesis, dissertation, or independent study; whether the student has requested that you serve as their mentor; or whether you make disciplinary decisions related to the student or employee.

Please Note: Pursuant to the Nondiscrimination Policy, "following disclosure of an existing amorous relationship to the University, if the amorous relationship ends, the employee in a position of authority must immediately advise the Office of Institutional Equity and relevant dean or vice president."

Employee Signature: _____ Date: _____

Print Name: _____

Date Received by OIE: _____

Section 2: Conflict Resolution Plan

Action taken to resolve conflict:

Signatures: *If an employee disclosing the amorous relationship is a faculty member, the Vice Provost for Faculty Excellence will sign below. If the employee disclosing the amorous relationship is not a faculty member, the Director of Employee Relations and Human Resources Compliance will sign below. The Dean, Vice-President or Designee and finally the Director of the Office of Institutional Equity will always sign below to finalize this form.*

Vice Provost for Faculty Excellence

Signature: _____ Date: _____

Print Name: _____

Director of Employee Relations and Human Resources Compliance

Signature: _____ Date: _____

Print Name: _____

Dean, Vice President, or Designee

Signature: _____ Date: _____

Print Name & Title: _____

Director of the Office of Institutional Equity

Signature: _____ Date: _____

Print Name: _____

CC: Vice Provost for Faculty Excellence or Director of Employee Relations and Human Resources Compliance
Dean, Vice President, or Designee
Disclosing Employee