



Operational Area	Employment
Responsible Executive	Vice President for Administration and Finance/CFO
Responsible Office	Human Resources Office
Effective	November 1, 2025

# Amorous Relationships Policy

## Employment

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## I. INTRODUCTION

- A. **Authority:** C.R.S. § 23-54-102, et seq. (2025) authorizes the Trustees of Metropolitan State University of Denver (“MSU Denver” or “University”) to establish rules and regulations to govern and operate the University and its programs. The Trustees retain authority to approve, interpret, and administer policies pertaining to University governance. The Trustees authorize the President of MSU Denver to approve, administer, and interpret policies pertaining to University operations.
- B. **Purpose:** This policy prohibits amorous romantic and/or sexual relationships between employees and those over whom they have authority or supervision, at MSU Denver.
- C. **Scope:** This policy applies to MSU Denver employees, students, and invitees.

## II. ROLES AND RESPONSIBILITIES

- A. **Responsible Executive:** Vice President for Administration and Finance/CFO
- B. **Responsible Administrator:** Chief Human Resources Officer
- C. **Responsible Office:** Human Resources Office
- D. **Policy Contact:** Vice President of Administration and Finance/CFO 303-605-5091



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### III. POLICY STATEMENT

A. Members of the MSU Denver community, whether faculty members or administrative staff, put academic and professional trust and ethics at risk when they engage in amorous romantic/sexual relationships with people whose academic and/or professional benefits and opportunities are, or appear to be, subject to their authority, supervision, or influence. Accordingly, the University prohibits such relationships, as well as any attempt to initiate or engage in such relationships. Any faculty member or administrator who engages in, or attempts to engage in, an amorous relationship with a student or subordinate shall report any such relationship or attempt to the Chief Human Resources Officer or designee. The Human Resources Officer or Designee will determine if there is a Conflict of Interest.

### IV. RELATED INFORMATION

A. [MSU Denver Conflict of Interest Policy](#)

### V. POLICY HISTORY

a) **Effective:** November 1, 2025

A. **Revised:** 2025 revised with no substantive changes; Reviewed July 1, 2019.

b) **Original Enactment Date:** April 6, 2005

B. **Review:** This policy will be reviewed every three years or as deemed necessary by University leadership.



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### VI. POLICY APPROVAL

A handwritten signature in blue ink, appearing to read "Janine Davidson".

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Janine Davidson, Ph.D.  
President, Metropolitan State University of Denver

N/A  
Chair, Board of Trustees, Metropolitan State University of Denver