



**UNIVERSITY OF  
CALGARY**

## **Statement on Relationships**

Members of the University of Calgary community are expected to conduct themselves with the highest ethical standards in an environment of mutual respect and collegiality. We recognize that some relationships within the university community are characterized by power imbalances and the potential for conflict of interest or abuse (either actual or perceived). This Statement clarifies the expectations that apply to members of the University of Calgary community when close personal relationships or intimate relationships exist, or develop, between them.

This Statement applies to members of the University of Calgary community including members of the Board of Governors, Senate, and Alumni Association Board (Volunteer Appointees); Academic Staff Members, Employees and Students.

Consistent with the Code of Conduct and Graduate Supervision Policy, no Volunteer Appointee, Academic Staff Member, Employee, or Student should recruit, select, supervise or review a Related Person. A Related Person includes a parent, sibling, child, spouse or domestic partner, or any other person who is directly associated with the individual (including romantic or sexual partners, and close personal friends). If a Volunteer Appointee, Academic Staff Member, Employee, or Student participates in the recruitment, selection, supervision, or review of a person with whom they have, or have had a close personal relationship there is a conflict of interest, either actual or perceived, and the potential for an abuse of power.

As soon as a Volunteer Appointee, Academic Staff Member, Employee, or Student becomes aware of a potential conflict of this nature, they must submit a Conflict of Interest Disclosure Form to their Senior Leadership Team (SLT) member. The SLT member will determine whether a management plan can be put in place to manage the conflict, and if not, the person with the conflict must take steps to eliminate the conflict. These steps may include resignation or recusal from the activity with the Related Person that gives rise to the conflict, and must be documented and agreed to by the SLT member.

For further information, please see the Code of Conduct, the FAQ for the Code of Conduct, and the Graduate Supervision Policy.