

RA Dating policies in Georgia

Institution	Policy
GEORGIA SOUTHERN	Dating between RAs and residents of the hall in which they both live is strongly discouraged, but not prohibited
GEORGIA COLLEGE & STATE UNIVERSITY	Dating between RAs and residents of the hall in which they both live is strongly discouraged, but not prohibited
SOUTHERN CATHOLIC COLLEGE	We currently do not have a dating policy between RA's and residents. However, if two of my RA's are dating each other, then they can not be on duty together. The College views it as a conflict of interest.
GEORGIA SOUTHWESTERN	our policy states that if two RAs are dating, that they can not work on the same staff. If it is a resident that they are dating, they can not be the RA on the floor or are required to move to another building.
VALDOSTA	No policy
KENNESAW	<p>RAs should refrain from establishing intimate/dating relationships with residents who live in their buildings due to the power differential between the RA and the resident. Should an intimate relationship occur between an RA and any resident in their building it should be immediately reported to the CRL.</p> <p>Our more common experience is RAs dating each other, and while we haven't put anything in writing yet about that, our practice has been to allow RAs to date should they desire, but if they serve on the same building/community staff team, to relocate one party to another staff when at all possible. Generally we would follow the same approach if an RA were to end up dating a resident within the RA's assigned area.</p> <p>Our Chief Diversity Officer is in the process of creating a new university policy to address dating across all levels of the university, but has not specifically made any mention about RAs. However, since our Business Services folks said DOAS declared RAs to be state employees, I'm finding other university offices are starting to lump the RAs into all staff accountability measures, so it would not surprise me if I were asked to add any new university dating policy to our RA manual.</p> <p>I continue to maintain that RAs should be treated the same as comparable student leaders/employees in other university departments for policy purposes. At KSU, our SGA and numerous other elected, appointed, and employed student leaders receive stipends or paychecks for those positions, yet they are not considered "state employees," and none of the university/state policies apply to them, but the RAs (who receive no regular pay/stipend) are considered state employees. It just seems inconsistent/inequitable</p>
SCAD	<p>RELATIONSHIPS</p> <p>§ RAs/CAs should avoid entering into an intimate relationship with residents who live in their area or staff members on the same staff with differing position titles. RA/CA positions hold a real or implied level of influence over residents and/or RAs. A staff member's "area" in terms of residents is defined as the facility(ies) where said staff member does building tours and/or has access to student room keys. RAs/CAs who find themselves in these positions should be proactive and discuss the situation with their supervisor. Residence Life and Housing may be willing to accommodate room changes and/or staff assignment relocations.</p> <p>§ All RAs and CAs are encouraged to enter into positive relationships that support healthy behaviors and personal success. While we understand strong friendships and personal relationships may develop on staff, all staff are reminded that behaviors that deter a team environment, hinder building a strong residential community, and create tension or concern on staff are prohibited. Staff members are encouraged to be proactive in defining their relationships in respect to academics, work and personal goals, and should consult their RD should they need assistance.</p>
UGA	<p>There is not a formal policy, yet we do follow our non-discrimination and anti-harassment policy.</p> <p>Here is the applicable citation from that policy:</p> <p>CONSENSUAL RELATIONSHIPS IN REGARD TO SEXUAL HARASSMENT</p> <p>When one party has a professional relationship towards the other, or stands in a position of authority over the other, even an apparently consensual sexual relationship may lead to sexual harassment or other breaches of professional obligations. The University prohibits all faculty and staff, including graduate teaching assistants, from pursuing sexual relationships with undergraduates whom they are currently supervising or teaching.</p> <p>The University also strongly discourages sexual relationships between faculty or administrators and graduate/professional students and/or employees whose work they supervise. Anyone involved in a sexual relationship with someone over whom he or she has supervisory power must recuse himself or herself from decisions that affect the compensation, evaluation, employment conditions, instruction, and/or the academic status of the subordinate involved.</p>