

Fraternization Policy

Friendships

_____ encourages its employees to form friendships and strong personal relationships with coworkers provided that such relationships are conducted in a professional manner and do not violate the nondiscrimination policy.

Interoffice Fraternization

_____ strongly discourages romantic relationships between coworkers who work in the same department. Even relationships between non-reporting employees can cause friction in the workplace and real, imagined or possible claims of favoritism or sexual harassment. If two employees of non-managerial status or two employees in supervisory positions begin a relationship, they must disclose the relationship, in its entirety, to _____ in the HR Department. If the two employees do not disclose the relationship immediately, they may be subject to disciplinary action up to transfer or termination. If, over the course of the relationship, _____ finds any validity to claims of sexual harassment or favoritism, or if dissension in the office is created, _____ will take whatever action is deemed necessary, up to transfer or termination.

Managerial Fraternization

Employees in a managerial or supervisory position are forbidden from entering into relationships with reporting employees. Any managerial or supervisory employee found violating this policy will be subject to termination.

All employees will be held to the standards of the nondiscrimination and sexual harassment policies at all times.

For more information, please contact:

