

@CompanyName Employee Relationship/Dating Policy

Purpose

The purpose of this policy is to provide guidelines for employees regarding workplace relationships and to prevent conflicts of interest, favoritism, and harassment in the workplace.

Scope

This policy applies to all employees of the company, including full-time, part-time, and temporary employees, as well as interns and contractors.

Policy

The company recognizes that employees may develop personal relationships with coworkers. However, in order to maintain a professional and respectful workplace environment, the following guidelines apply:

Disclosure

Employees who enter into a romantic or sexual relationship with a coworker must disclose the relationship to their supervisor or HR department. Disclosure is important to prevent conflicts of interest, favoritism, and inappropriate behavior in the workplace.

Consensual Relationships

Romantic or sexual relationships between employees must be consensual. Any form of coercion or pressure is prohibited and may result in disciplinary action.

Favoritism

Employees who are involved in a romantic or sexual relationship with a coworker must avoid any behavior that could be perceived as favoritism. This includes giving preferential treatment, assignments, or promotions to the employee they are in a relationship with.

Harassment

Any behavior that is unwelcome, unwanted, or creates a hostile work environment is prohibited. This includes unwanted advances, inappropriate comments, or any other behavior that may be perceived as harassment.

Conflicts of Interest

Employees who are involved in a romantic or sexual relationship with a coworker must avoid any situation where their personal relationship may interfere with their professional responsibilities. This includes situations where one employee may be responsible for evaluating the performance of the other employee.

Enforcement

Violations of this policy may result in disciplinary action, up to and including termination of employment. The company reserves the right to take appropriate action based on the specific circumstances of each case.

Conclusion

The company values a professional and respectful workplace environment and encourages employees to maintain appropriate boundaries in their relationships with coworkers. By following these guidelines, employees can ensure that their personal relationships do not interfere with their professional responsibilities and the company can maintain a safe and productive workplace for all employees.