

HR Compliance Library, ¶45,320, Policy: Policy for couples who are dating or living together

Employment of Couples Who Are Dating or Living Together

The Company recognizes that socializing between coworkers is a fact of contemporary life (²⁵). It is not the intent of the Company to interfere in our employees' personal lives. However, the Company recognizes that personal relationships can sometimes be problematic. It is important to protect all our employees from harassment and from charges of harassment. For this reason, the Company prohibits all forms of harassment, including sexual harassment, of its employees. (For details, please refer to the Company policy regarding sexual harassment.)

1. The Company will not interfere in personal relationships between employees unless necessary. However, if the relationship affects the job performance of any of its employees, the Company will be required to intervene.
2. An employee who is dating or living with another employee may not supervise that employee or be involved in any way in employment decisions that affect that employee. An employee who anticipates being in a situation that violates this policy must disclose the relationship to the Human Resources Department before the violation occurs. Violation of this policy is grounds for immediate discipline, up to and including discharge.
3. All employees, whether they are dating or living with coworkers or not, are reminded that sexual harassment, whether it occurs on or off the job, is strictly prohibited. Any employee who is found to have sexually harassed another employee will be disciplined in accordance with the Company's sexual harassment policy. Employees who feel they are being harassed by another employee should immediately inform the Company by following the harassment reporting procedures in the Company's sexual harassment policy.

(Note: To avoid liability for sexual harassment, some employers prohibit supervisory employees from dating any other employee. If this is the employer's rule, it should be stated clearly in the policy the employer adopts.)

Footnotes

- .25 Reproduced from *Employer's Guide to Workplace Privacy—3rd Edition*, by Amy L. Greenspan (Aspen Publishers, Wolters Kluwer Law and Business, 2004).