



## EMPLOYEE RELATIONS

### 602.12 – EMPLOYEE DATING

- 1. Policy Purpose:** The District recognizes that an environment where employees maintain clear boundaries between personal and workplace interactions is most effective for conducting business. This policy does not prevent the development of friendships or romantic relationships between employees. However, employees in supervisory/managerial positions or employees who are scheduled to work on the same shift within the same duty station are prohibited from having a romantic relationship with any other employee.

**Policy Coverage:** This policy is applicable to all employees, both represented and non-represented, and volunteers of the East Fork Fire Protection District.

**Adopted Date:** 10/20/2020

**Revised Date:** N/A

**Policy #:** 602.12

*\*\*The procedure established in this policy will be superseded and have no effect when covered by a similar or conflicting provision in a Collective Bargaining Agreement. For detailed information, please refer to your Collective Bargaining Agreement.*

- 2. Policy:**

#### **A. Employee Responsibilities:**

Employees are prohibited from engaging in physical contact that would in any way be deemed inappropriate by a reasonable person while anywhere on District property, whether or not such physical contact occurs during work hours, in District vehicles, on District premises or in conducting District business. Violation of this policy could result in disciplinary action up to and including termination.

**B. Supervisor/Manager Responsibilities:**

Employees employed in supervisory/managerial positions are prohibited from engaging in a romantic relationship with a subordinate employee. Employees employed in supervisory/managerial positions need to be cognizant of their status as role models, their access to sensitive information, and their ability to influence others.

Violation of this policy could result in disciplinary action up to and including termination.

**RESPONSIBILITY FOR REVIEW:** The District Fire Chief, or his designee and/or the Executive Office Manager, or his/her designee will review this policy every 3 years or sooner as necessary.