



MANAGEMENT POLICY

POLICY NUMBER:
102.05

SUBJECT:

Fraternization

EFFECTIVE DATE:
05/11/2009
REVISED DATE:

I. Purpose

To encourage sincere, concerned working relationships between coworkers at all levels within the District while minimizing the potential perception of favoritism and preventing the creation of an uncomfortable working environment for others.

II. Scope

This policy applies to all employees of the District.

III. Policy

It is the policy of the District to discourage fraternization between supervisory and non-supervisory employees, or between coworkers or members who work together directly on a regular basis.

IV. Definitions

For purposes of this policy, "fraternization" is defined as a relationship of an intimate or romantic nature or conduct that creates the appearance or impression that such a relationship exists.

V. Procedure

A. In the event that a supervisor develops a relationship with an employee that would be construed as fraternization as defined in this policy, the supervisor is required to report such a relationship to the Fire Chief in order to allow the District to determine and document the consensual nature of the relationship.

B. In the event that two employees who work together on a regular basis develop a relationship that would be construed as fraternization as defined in this policy, they are required to report such a relationship to the Fire Chief so as to allow to monitoring of the work environment.

C. If it is determined, at the sole discretion of the Fire Chief, that such a relationship may be disruptive to a harmonious working environment, the Chief may opt to reassign staff as needed.

D. Failure to comply with this policy shall be grounds for disciplinary action, up to and including termination of employment.