

## C. FRATERNIZATION

It is the policy of the City of Crossville to promote a productive and safe work environment. While the city encourages employees to develop good working relationships with fellow employees, certain types of fraternization are prohibited. The City does not wish to intrude into the private lives of their employees; however, when personal or business relationships between employees adversely impact or have the reasonable potential to adversely impact the City of Crossville by eroding morale, good order, discipline, safety, respect for authority or departmental cohesion, they become a matter of official concern.

Additionally, the City of Crossville would like to take additional steps to avoid situations involving sexual harassment, general harassment, and workplace violence. In order to avoid situations involving potential harassment, stalking, conflicts of interest, misunderstandings of the appearance of favoritism, and impropriety, any relationship that impedes the City's ability to conduct business, that may create a conflict of interest, or that would prevent employees from performing their duties in an effective manner and would therefore be detrimental to a productive work environment is prohibited.

Specifically:

- Any fraternization/ romantic relationship that may have reasonable potential to adversely impact the city of Crossville is prohibited.
- Supervisors/ Managers and employees in leadership roles are forbidden from dating employees in non leadership positions.
- Personal relationships are defined as dating, cohabitation, and any type of intimate, sexual or romantic relationship.
- Employees who are in a relationship are expected to notify their Department Director and City Manager immediately. Each situation will be reviewed on a case- by case basis.
- Employees who do not disclose this information are subject to disciplinary action. This may result in termination of employment.