



Policy Purpose

This policy outlines Salt Lake City's stance on personal relationships in the workplace.

- I. Personal consensual sexual or romantic relationships in the workplace.
 - a. This policy is not intended to prohibit romantic or sexual relationships, or any other outside relationships, among peers or colleagues. However, employees involved in such relationships are cautioned to avoid situations that may contribute to an uncomfortable work environment for other employees or create a conflict of interest.
 - b. If a romantic or sexual relationship exists or begins to develop between an employee and their supervisor, both the employee and the supervisor are required to notify their division director or department director.
 - c. The division director, department director, or their designee, may reassign the employee or the supervisor to another work unit and/or may shift duties and responsibilities. The employee and the supervisor shall comply with workplace arrangements and/or adjustments, which may include, but are not limited to, reassignment of duties, departments and/or locations.
 - d. Employees are expected to conduct themselves in an appropriate manner that does not interfere with others or impair workplace productivity.
 - e. A division director, department director, or their designee, may take disciplinary action, up to and including termination, against a supervisor who engages in harassment, favoritism, unfair bias, or preferential treatment because of the supervisor's relationship with the employee.

- II. Please refer to city ordinances 2.52.210, 2.52.220, and 2.52.230 (or their successor provisions) for nepotism rules around the hiring and supervising of relatives in the workplace.

Current References:

Ordinances 2.52.200, 2.52.210, 2.52.220 and 2.52.230

Approved and passed this 1st date of July, 2017