

Personnel

Series 400

Policy Title: Fraternization

Code No. 404.2

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The District believes that an environment where employees maintain clear boundaries between personal and business interactions is most effective for conducting business and maintaining positive employee morale. Although this work rule does not prevent the development of all romantic relationships between coworkers, it does prohibit such relationships between coworkers in a direct supervisor/subordinate relationship.

Employees with supervisory and/or evaluative authority over other employees should be aware that dating or personal relationships that might be appropriate in other circumstances have inherent concerns when they occur between a supervisor and subordinate. Such relationships can create a conflict of interest where personal loyalties interfere with obligations owed to the District and its students. Supervisory employees should refrain from dating or developing romantic relationships with subordinate employees or should immediately disclose to the Superintendent when such relationships develop so remedial measures may be taken.

It is a violation of District policy, subject to disciplinary action, for a District employee in a position of authority to date or engage in a romantic relationship with any employee over whom he/she has direct authority or supervision without disclosing the personal relationship to the Superintendent. It is also a violation of this policy for any District employee in a position of authority or supervision to participate in the evaluation of, or employment decisions involving another employee or job applicant, if the supervisor is dating or has a romantic relationship with the individual.