



## Employee Social Romantic Policy

### Purpose:

Acres is a company that values an environment of inclusion, trust, and respect as beneficial for the working and learning environment of all its constituents. Romantic or sexual relationships may occur in a work environment given the number of Acres employees.

All relationships must be consensual; but even though the relationship is consensual, it can raise serious concerns about the validity of the consent, conflicts of interest, and preferential treatment.

This policy establishes the expectations and requirements for all Acres staff participating personally and professionally during employment with Acres.

### Scope:

Each employee of Acres is required to inform the organization if a social/romantic relationship exists between the employee and another employee, regardless of location of employment, position or tenure of the employee in the organization.

Acres considers sexual relationships between leadership, management and supervisors (including team leads, lead hands, superintendents) and their employees (direct or indirect reports), even if deemed to be mutually consenting relationships, to be a basic violation of professional ethics and responsibility when one party has any professional or leadership responsibility for the others job performance or professional future.

Because of the asymmetry of these relationships, "consent" may be difficult to assess, may be deemed not possible, and may be construed as coercive. Such relationships also may have the potential to result in claims of sexual harassment.

### Policy:

Allegations, reports, or other information relating to unreported romantic or sexual relationships where one party has evaluative or supervisory responsibilities over the other party will be investigated.

Supervisors, manager, or other responsible persons must report all allegations Human Resources if the alleged violation is by a manager/supervisor or employee.

Potential noncompliance with the policy will be reported by the above-listed supervisors, department managers, or other responsible persons, to Human Resources and investigated by the appropriate resources.

If noncompliance is ascertained, measures will be taken to ensure suitable manager/ supervision evaluation of the employee, and appropriate disciplinary measures with regard to the supervisor or employee will be taken.

### **Employer Actions and Sanctions:**

Acres employees in violation of this policy shall be subject to actions and sanctions ranging from verbal warnings to termination, as provided by applicable Acres policies.

The company reserves the right to discipline employees of Acres who make false allegations of unreported consensual relationships.

No complaint will be considered “false” solely because it cannot be corroborated.

### ***In the Event of a Charge of Sexual Harassment:***

Leaders, managers/supervisors and employees may not use in a sexual harassment proceeding a defense based upon consent when the facts establish that a manager-supervisor, manager-employee, or supervisor-employee power differential existed within the relationship.

## Employee Social/Romantic Relationship Disclosure

I have informed my supervisor/or human resources (as stipulated by Acres) that I have entered into a personal/social relationship with another employee of Acres

The name of this other employee is \_\_\_\_\_ (note that this information can be redacted when this is placed in the employee's file and/or upon termination of the employment relationship).

I understand and agree to the following:

1. The workplace social/romantic relationship I am in with another employee of Acres is welcome and has been entered into with my full and informed consent.
2. I am free to terminate this relationship at any time.
3. The person I am in a social relationship with is free to terminate our relationship at any time without experiencing any workplace retaliation from me.
4. While in this relationship I will not take a role of direct supervision over the other employee with whom I am in a relationship.
5. I agree that I will not participate in any discussions or decisions related to the terms of the other employee's employment, including those related to assignments, evaluations, discipline or discharge, compensation, scheduling, promotion or demotion.
6. I will not engage in any unprofessional public displays of affection or any inappropriate conduct in the workplace or at work-related functions with the other employee.

Date: \_\_\_\_\_

Employee  
Name: \_\_\_\_\_

Employee  
Signature: \_\_\_\_\_