

PERSONNEL MANAGEMENT

NON-FRATERNIZATION

Purpose: The purpose of this policy is to prohibit unacceptable relationships between supervisors and subordinates.

Policy Statement: Personal relationships between supervisory members and subordinate ranking members can create conflicts of interest that interfere with organizational effectiveness and efficiency. Such relationships make the Department vulnerable to allegations of sexual harassment. For these reasons, romantic and/or sexual relationships between supervisory and subordinate ranked members are prohibited.

Definitions:

Personal relations: Are defined as dating, cohabitation, and any type of intimate or sexual relationship.

Summary of Changes: New format.

Procedure:

- 1.1 Personal relationships between a manager or supervisor of the Police Department and a subordinate member are prohibited.
- 1.2 Specific relationships prohibited are:
 - 1.2.1 Between any ranking, sworn member and any other sworn members not of the same rank.
 - 1.2.2 Between any ranking, sworn member and any non-sworn member.
 - 1.2.3 Between any non-sworn supervisor or manager and any non-sworn member.
 - 1.2.4 Between any non-probationary member and any probationary member.
- 1.3 Personal relationships between any members of the Department are also discouraged. Any personal relationship that causes disruptions in the workplace or negatively impacts the effectiveness or efficiency of Department operations may result in disciplinary action, including discharge.
- 1.4 Regardless of a current or previous consensual relationship, any sexual discrimination or sexual harassment complaint received will be taken seriously and will be investigated and handled in the same manner as any other complaint of unlawful sexual discrimination or sexual harassment.

Mike Davis
Chief of Police