

Document Type: Policy
Number: 4.15
Effective: 05-01-06
Revised:
Legal References:

DATING IN THE WORKPLACE

The City of Boise adopted this policy in recognition of its responsibility to provide guidelines on romantic and sexual relationships between employees and to caution employees about the potential problems posed by such relationships.

The City strictly prohibits a supervisor from dating or engaging in a romantic or sexual relationship with an employee that he or she supervises. If this occurs, the supervisor shall disclose the relationship to the Department Director or to the next highest individual in the supervisory chain of command if the supervisor is a Department Director. The Department Director or higher official shall assess the situation and resolve any actual or potential conflict of interest or impropriety created by the relationship and to ensure that the supervisor is prohibited from having any involvement in professional decision-making affecting the non-supervisory employee. The resolution can require one of the involved employees to transfer to an open position, or if a transfer is not consistent with the City's interests, the involved parties shall decide which individual will resign.

Romantic or sexual relationships between other employees shall not create conflicts of interest or discord or distractions that interfere with other employees' productivity.

Failure to comply with this policy may result in discipline, up to and including termination.