



3-13 POLICY ON ROMANTIC OR SEXUAL RELATIONSHIPS

Consenting “romantic” or sexual relationships between a supervisor/manager and an employee may at some point lead to unhappy complications and significant difficulties for all concerned – the employee, the supervisor/manager, and the District. Any such relationship may, therefore, be contrary to the best interests of SYCAMORE PARK DISTRICT.

Accordingly, SYCAMORE PARK DISTRICT strongly discourages such relationships and any conduct (such as dating between a supervisor/manager and an employee) that is designed or may reasonably be expected to lead to the formation of a “romantic” or sexual relationship.

By its discouragement of romantic and sexual relationships, SYCAMORE PARK DISTRICT does not intend to inhibit the social interaction (such as lunches or dinners or attendance at entertainment events) that are or should be an important part or extension of the working environment; and the policy articulated above is not to be relied upon as justification or excuse for a supervisor’s/manager’s refusal to engage in such social interaction with the employees.

If a romantic or sexual relationship between a supervisor/manager and an employee should develop, it shall be the responsibility and mandatory obligation of the supervisor/manager to promptly disclose the existence of the relationship to the employee’s department head or Executive Director. Failure to do so may result in disciplinary action. The employee may make the disclosure as well, but the burden of doing so shall be upon the supervisor/manager.

Adopted on:

Revised on: October 2021