

5.12 Employee Relationship Policy

Intent

The purpose of this policy to communicate the expectations for professional conduct with respect to employees who are in a personal relationship with a colleague.

Scope

This policy applies to all employees and is effective once a romantic relationship begins between two employees. The employer appreciates that the workplace is a common place to meet and begin a relationship but expects a certain amount of decorum surrounding such relationships.

Unionized employees shall adhere to their current Collective Agreement for policies governing employee relationships. Where the Collective Agreement is silent, bargaining members of the employer shall refer to the contents of this policy. In situations where the directions of this policy cover issues also in the Collective Agreement, the Collective Agreement will be the final authority.

Guidelines

Employees engaging in romantic relationships and employees that become married or live in the same household may continue their employment with the employer provided that there is neither a direct or indirect managerial/subordinate relationship between the employees, or a conflict of interest, real or imagined, created as a result of the relationship.

If either a managerial/subordinate, or conflict of interest issue arises, the employer will work with the employees to accommodate them in a reasonable fashion. Possible resolution may require one of the employees to transfer to another position within the company. If this is not possible, one of the employees may be required to resign and seek employment elsewhere.

It is expected that employees that are in a romantic relationship with a colleague will always conduct themselves in a professional manner. Failing to do so will result in disciplinary action up to and including termination of one or both parties.

RELEVANT DOCUMENT

Recruitment Policy

Conflict of Interest Policy

Nepotism Policy