

## PERSONAL RELATIONSHIPS IN THE WORKPLACE

~~Personal relationships in the workplace can present problems for both employees and RAILS. When these relationships involve a manager or supervisor who dates or becomes romantically involved with an employee, more significant issues can occur. Dating an employee, even when the employee is not in a reporting relationship, could have consequences for both the supervisor/manager and the employee which may affect both employees' employment with RAILS. Further, failed personal relationships in the workplace are often a source of sexual harassment and discrimination complaints. In an effort to address and prevent these issues, if a manager decides to pursue a close relationship with an employee, he or she needs to inform their manager and Human Resources immediately. RAILS will then decide what, if any, actions are necessary to address any potential issues.~~

Personal relationships in the workplace can create challenges for both employees and RAILS. When these relationships involve a manager or supervisor and an employee, the potential for conflicts of interest, favoritism, or perceived unfair treatment becomes more significant. Even when no direct reporting relationship exists, such relationships may still create concerns and, in some cases, could affect the employment status of one or both individuals involved.

Further, failed personal relationships in the workplace can increase the risk of sexual harassment or discrimination complaints. To help prevent these issues, any manager or supervisor who enters into, or intends to pursue, a close personal or romantic relationship with an employee must immediately notify both their manager and Human Resources. RAILS will then review the situation and determine what, if any, steps are necessary to manage potential conflicts and protect the integrity of the workplace.