

## PERSONAL RELATIONSHIPS IN THE WORKPLACE

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. Personal relationships can include family members or romantic partners.

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, currently has, enters into, or intends to pursue, a close personal or romantic relationship with a current or newly hired, assigned, transferred, or promoted employee must immediately notify both their manager and the Director of Human Resources or designee. 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.