

## Employee Fraternization Policy Template

Welcome to our organization! We understand the importance of creating a positive and professional work environment for all employees. To ensure that our workplace remains respectful and inclusive, we have established an Employee Fraternization Policy.

This policy outlines the guidelines for interactions between employees to maintain a productive and harmonious work environment. It is important for all employees to adhere to these guidelines to promote a culture of respect and professionalism.

### Key points of the Employee Fraternization Policy include:

- 1. Definition of fraternization:** Fraternization is defined as any romantic or sexual relationship between employees, regardless of their positions within the organization.
- 2. Prohibited conduct:** Employees are prohibited from engaging in any form of fraternization that may create a conflict of interest, compromise professionalism, or create a hostile work environment.
- 3. Reporting procedures:** Employees who become aware of any violations of the Employee Fraternization Policy are encouraged to report such incidents to HR immediately. All reports will be handled with confidentiality and sensitivity.
- 4. Consequences of non-compliance:** Violations of the Employee Fraternization Policy may result in disciplinary action, up to and including termination of employment.

We encourage all employees to review the Employee Fraternization Policy carefully and reach out to HR if they have any questions or concerns. By upholding this policy, we can maintain a positive and respectful work environment for everyone.

For more information on employee fraternization policies, please refer to the Society for Human Resource Management's guidelines on workplace relationships: [SHRM Workplace Relationships](source).

Thank you for your cooperation in upholding our Employee Fraternization Policy. We appreciate your commitment to maintaining a professional work environment.

