Policy ID:	ADM-HUM-8 Minor Revision 1
Title:	Workplace Relationships
Description:	University policy concerning workplace relationships
Category:	Human Resources
Applies to:	staff,faculty
Contact:	Human Resources
Purpose:	Consenting romantic or sexual relationships between employees, and especially between a supervisor/manager and an employee, may at some point lead to complications and significant difficulties for all concerned — the employee(s), supervisor/manager, co-workers, and UCO.
Policy Statement:	If a romantic or sexual relationship between employees occurs that violates the anti-nepotism policy, the involved employees must disclose the existence of the relationship to Employee Relations and Development in the Offices of Human Resources. If the relationship is between a supervisor/manager and an employee, it shall be the responsibility and mandatory obligation of the supervisor/manager to promptly disclose the existence of the relationship. The employee may make the disclosure as well, but the burden of doing so shall be upon the supervisor/manager. Upon being informed or learning of the existence of such a relationship, UCO may take all steps that it, in its discretion, deems appropriate, especially as it relates to bringing the situation into compliance with the provisions of anti-nepotism, even if one or both of the employees must leave the University's employment. This shall apply without regard to gender and without regard to the sexual orientation of the participants in a relationship of the kind described.
Glossary of Terms:	
Legal Citation:	
Campus Links:	
FAQs:	
Formerly known as:	
Approved on:	05/31/2011
Effective date:	05/31/2011
Keyword(s):	workplace relationships, romantic, sexual
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