

Fraternization (Dating) Policy

A manager or supervisor, who becomes romantically involved with someone he/she supervises, or with someone whose terms and conditions of employment he/she has the ability to influence, exposes himself/herself and the City of Tybee Island to charges of favoritism, improper use of authority, and possibly sexual harassment.

Even when no inappropriate conduct is involved, management fraternization with a subordinate employee may appear to others to involve improper use of authority. In order to avoid the dangers of management fraternization with a subordinate employee, and to help prevent even the appearance of improper conduct, it is the City of Tybee Island's policy that managers, supervisors, or any other employee who has the authority to directly or indirectly affect the terms and conditions of another's employment shall not fraternize with that employee.

The fraternization prohibited by this policy includes dating, romantic involvement, sexual relations, or the exchange of affections.

The City of Tybee Island does not intend this fraternization policy to otherwise discourage friendship or social activities among City employees.

This Policy applies to all City of Tybee Island employees. Should a personal relationship prohibited by this policy be contemplated, the supervisor or manager involved is required to notify his or her manager immediately. Where a personal relationship prohibited by this policy exists, the City of Tybee Island shall take whatever action it believes is necessary to remove the parties from any continued supervisory lines of authority between them. The City recognizes that the question of whether a relationship constitutes fraternization or simply a social relationship is a very personal issue. However, because of the potential for inappropriate conduct, you are encouraged to bring any questions you may have regarding fraternization to the attention of your Supervisor, Department Manager or to the Operations Manager.

This fraternization policy in no way constitutes a contract of employment and does not alter, modify, or otherwise change the employees' at-will employment relationship with the City.