



Personnel Policies

CITY OF WESLACO,
TEXAS

DATING AND FRATERNIZATION

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Amended:

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The City intends to maintain a work environment that is free from intimate, romantic or dating relationships between supervisors and their subordinates or between employees involved in any other power-differentiated relationship. Power-differentiated relationships can lead to sexual harassment (or the appearance of harassment) and adversely affect morale, operations, and productivity because of favoritism, bias, or unfair treatment (or the appearance of favoritism, bias, or unfair treatment).

- A "power-differentiated relationship" is any supervisor-subordinate work relationship or other work relationship in which one employee supervises or manages (directly or indirectly) another employee or makes decisions concerning another employee's terms, conditions or privileges of employment. The City does not otherwise discourage friendship or social activities among its employees.

In order to effectuate the purposes expressed above, when an intimate, romantic, or dating relationship develops between a supervisor and a subordinate, the supervisor involved in the relationship must immediately report it to his/her manager or may report to and/or contact the Human Resources Director, without regard to the employee's normal chain of command.

Once a power-differentiated relationship is reported, the City may attempt to modify the work relationship, through transfer within the City or by any other available options. The City may also give the employees the option to either terminate their relationship or to continue it, at which point one employee will be required to resign.