



POLICY:

Chatham Area Transit Authority (CAT) desires to avoid misunderstandings, actual or potential conflicts of interest, complaints of favoritism, possible claims of sexual harassment, and the employee morale and dissension problem that can potentially result from romantic relationships involving employees in the Company.

Accordingly, managers and supervisors are discouraged from fraternizing or becoming romantically involved with one another or with any other employee of CAT. Additionally, all employees, both managerial and non-managerial, are discouraged from fraternizing or becoming romantically involved with other employees, when, in the opinion of the Company, their personal relationship may create a conflict of interest, cause disruption, create a negative or unprofessional work environment, or present concerns regarding supervision, safety, security or morale.

POLICY SPECIFICS:

An employee involved with a supervisor or fellow employee should immediately and fully disclose the relevant circumstances to their Manager so that a determination can be made as to whether the relationship presents an actual or potential conflict of interest. If an actual or potential conflict exists, CAT may take whatever action appears appropriate according to the circumstances, up to and including transfer or discharge. Failure to disclose facts may lead to disciplinary action, up to and including termination.

Those relationships to which this policy applies are those relationships which go beyond what a person of ordinary sensibilities would believe to be a professional relationship.

- All employees should also remember that CAT maintains a strict policy against unlawful harassment of any kind, including sexual harassment. CAT will enforce this policy consistent
- with all applicable state, federal and local laws.

APPLIES TO:

All employees of Chatham Area Transit Authority.