

Consensual Relationship Agreement

The Company is committed to maintaining a work environment free from harassment, discrimination, conflicts of interest, exploitation and favoritism.

It is against Company policy to use a position of authority to induce another person to enter into a nonconsensual relationship. Indeed, even consensual relationships in the workplace can cause disruption and other problems in violation of Company policy.

- The purpose of this agreement is to affirm that

_____ and _____, both employees of the Company, have agreed to engage in a welcome consensual social relationship.

Initial _____ initial _____

- Both _____ and _____ have received copies of the following listed policies and agree to follow these policies:

Initial _____ initial _____

- _____ and _____ understand and agree that conduct or speech in the workplace that is sexual or amorous may be objectionable or offensive to others. Therefore, they agree not to engage in such conduct on Company property or when performing work-related tasks in public areas. Examples of such conduct include, but is not limited to, holding hands or touching in an affectionate or sexually suggestive manner; kissing or hugging; romantic or sexually suggestive gestures; romantic or sexually suggestive oral or written communications; and display of sexually suggestive objects or pictures. Regardless of the status of this relationship, partners agree to behave professionally and appropriately at work, consistent with Company policy and this agreement.

Initial _____ initial _____

- Both _____ and _____ agree that neither partner will engage in conduct that could be regarded by others as providing favored treatment to the other.

Initial _____ initial _____

- Both _____ and _____ agree that, should any issues that may impact the workplace arise or if the relationship terminates, _____ should be advised.

Initial _____ initial _____

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- While a social relationship continues between them, neither _____ nor _____ will request, apply for, seek in any way, or accept a direct supervisor or reporting relationship with the other.

Initial _____ initial _____

- Both _____ and _____ acknowledge and agree that either has the right and ability to end their social relationship at any time without repercussion of any work-related nature, and without retaliation of any form by the other.

Initial _____ initial _____

- [Where applicable] Both _____ and _____ have executed and agree to be bound by the Company's Arbitration Procedure which shall be the exclusive forum for resolution of any and all disputes that arise or may arise out of their social relationship and any claims of harassment, discrimination or retaliation by or between male employee and female employee;

Initial _____ initial _____

This agreement represents a commitment by _____ and _____ to follow company policies and procedures and act in a professional manner at all times. We each understand that _____ (name or title of individual) is available to discuss any issues relating to this agreement or matters impacting our ability to work effectively. This agreement is confidential and is not intended as an invasion of privacy, rather it is intended as an affirmation that both _____ and _____ have been provided with all relevant policies, have had an opportunity to discuss the policies, and agree to follow these policies.

Name

Signature

Date

Name

Signature

Consensual Relationship Agreement

Date

Name of Authorized Company Official

Signature

Date