

EAST FRANKLIN FIRE DEPARTMENT RELATIONSHIP POLICY

East Franklin Fire Department members¹ are encouraged to socialize and develop professional relationships in the workplace² provided that these relationships do not interfere with the work performance of either individual or with the effective functioning of the workplace. Members who engage in personal relationships (including spousal or non-spousal romantic and sexual relationships) should be aware of their professional responsibilities and will be responsible for assuring that the relationship does not raise concerns about favoritism, bias, ethics and conflict of interest. In cases of doubt, advice and counsel should be sought from the Chief or President or, if involving one of those individuals, the Executive Board.

Romantic, sexual or spousal relationships between members, where one individual has influence or control over the other's conditions of employment, or where one individual is in a supervisory role³ within the workplace, are inappropriate and prohibited. These relationships, even if consensual, may ultimately result in conflict or difficulties in the workplace. If such a relationship currently exists or develops, it must be disclosed:

- The supervisor or member who has influence or control over the other's conditions of employment has an obligation to disclose his/her relationship to the Chief, President or Executive Board.
- The other member involved in the relationship is encouraged to disclose the relationship to either to the Chief, President or Executive Board.

Following disclosure to the Chief, President or Executive Board, the involved supervisory member must

- Terminate the relationship; or
- Resign from his or her supervisory role in the department.

When a romantic or sexual relationship exists between non-spousal members of equal level, it must be properly disclosed to the Chief, President or Executive Board. However, under no circumstance shall members in a romantic or sexual relationship be assigned to or chose to ride on the same duty crew. This includes day, evening and overnight crews. Members in a spousal relationship may not be assigned to, or ride the same overnight duty crew.

If a member, whether or not involved in the relationship, believe they have been, or are being, adversely affected, they are encouraged to advise the Chief, President or Executive Board.

Members who fail to abide by this policy may face disciplinary action up-to and including termination from the department.

¹ The term "members" includes those defined as Active, Life, Probationary, Honorary and Associate, and any membership type that may be identified in the future in the Constitution and Bylaws.

² The term "workplace" is defined the location at or from which a member ordinarily performs the duties of his or her position.

³ The term "supervisory role" is any fire line or administrative position define in Article 1 of the Constitution of the department, or a member in a mentorship role with a subordinate member.