

Laurel Police Department – General Order
Chapter I, Section 100, Order 153 – Employee Relations
September 22, 2011

1 / 153.05 POLICY

It is Department policy to maintain a favorable work-environment for all employees.

1 / 153.10 PURPOSE

The City of Laurel desires to avoid misunderstandings, actual or potential conflicts of interest, complaints of favoritism, possible claims of sexual harassment, and the employee morale and dissension problems that can potentially result from romantic relationships involving managerial and supervisory employees in the Department or certain other employees in the Department.

1 / 153.15 DEFINITIONS

Department	Laurel Police Department
Employee	A sworn and/or civilian member of the Laurel Police Department

1 / 153.20 PROCEDURES

A. GENERAL

1. Managers and supervisors are prohibited from having a romantic relationship and/or maintaining a sexual relationship with one another or with any other employee of the Department.
2. All employees shall be prohibited from becoming romantically involved with other Department employees when in the opinion of the Chief of Police, their personal relationships may create a conflict of interest, cause disruption, create a negative or unprofessional work environment, or present concerns regarding supervision, safety, security, or morale.
 - a. To include but not limited to:
 - 1) Field Training Officers and Trainees / Recruits
 - 2) Employees in a Law Enforcement Police Academy; and/or
 - 3) Employees hired prior to entering a Law Enforcement Police Academy
3. Parties in a relationship with another member of the Department should immediately disclose all relevant circumstances to the Chief of Police so that a determination can be made as to whether the relationship violates this policy.
 - a. If a violation is found, the Chief of Police may take whatever action appears appropriate according to the circumstances, up to and including transfer or discharge.
 - b. Failure to disclose facts of the relationship by the officers involved, may lead to disciplinary action, up to and including termination of one or both police employees.
4. Sworn employees shall not involve themselves in any inappropriate public displays of affection that would bring discredit to the Department.

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1 / 153.25 GOVERNING LEGISLATION AND REFERENCES

City of Laurel Human Resources Policy 5-001.00 – Sexual Harassment
City of Laurel Human Resources Policy 5-002.02 – Standards of Conduct

1 / 153.30 ANNEX

None