Fraternization POLICY

While ABC Company does not wish to interfere with the off-duty and personal conduct of its employees, certain types of off-duty conduct and relationships may interfere with the Company’s legitimate business interests. To prevent unwarranted sexual harassment claims, uncomfortable working relationships, morale problems among other employees, and even the appearance of impropriety, managers and supervisors of the Company are strictly prohibited from engaging in consensual romantic or sexual relationships with any managers, supervisors, or lower‑level employees of ABC.

This policy is intended to supplement our existing sexual harassment policy. If you have any questions concerning the intent of this policy or its application to any existing or contemplated relationship, please consult the Company’s Human Resources Manager. All such inquiries will be treated confidentially and consistently with the legitimate business needs of ABC.

THIS POLICY IS LEGALLY DESIRABLE