



### **FRATERNIZATION WITH EMPLOYEES**

Fraternization is a problematic issue for any employer. While the employer is hesitant to issue policies on an employee's personal and romantic associations, it is incumbent upon the employer to provide a workplace which is free from hostility and harassment; appearances of favoritism, conflicts of interest and negative impact on employee morale and production.

Accordingly, The Triangle Tech Group strongly discourages romantic relationships between employees. Romantic relationships include marriage, dating, cohabitation or any other relationship that could create an unfavorable workplace, as described in the previous paragraph.

The Triangle Tech group absolutely prohibits romantic relationships between employees who share a supervisor-to-staff, or supervisor-to-subordinate relationship. The supervisor-subordinate relationship need not be direct. In other words, romantic relationships between management and non-management employees are strictly prohibited. Romantic relationships include marriage, dating, cohabitation or any other relationship that could create an unfavorable workplace, as described above. Engaging in this type of relationship may result in potential transfer of one or both employees, or disciplinary action up to and including dismissal of both employees.