

UNIVERSITY OF MARYLAND MEDICAL CENTER POLICY AND PROCEDURE MANUAL	PAGE: 1 of 2	PROCEDURE NO: S-122
	EFFECTIVE DATE: 3/2018	REVIEWED/REVISED:
SUBJECT: CONSENSUAL RELATIONSHIPS	FUNCTION: HUMAN RESOURCES	

PURPOSE: The objective of this policy is to minimize the risk of conflicts of interest, promote fairness, and reduce instances of real or perceived sexual harassment in the workplace.

SCOPE: This policy applies to employees, physicians, contractors, or other individuals working at the organization.

POLICY

I. No romantic or sexual relationships between supervisors and subordinates.

No person in a management or supervisory position shall have a romantic or dating relationship with an employee whom he or she directly supervises or whose terms or conditions of employment he or she may influence (examples of terms or conditions of employment include promotion, termination, discipline and compensation). A violation of this policy may result in the removal of the management or supervisory employee from his or her position.

Romantic or dating relationships between employees are permitted, subject to the requirements of this policy.

II. Reporting Requirements.

Individuals involved in a relationship covered by this policy may be asked to sign a document acknowledging that their relationship is free from coercion and harassment.

A supervisor or manager who has had a previous romantic or dating relationship with a subordinate or employee whose terms and conditions he or she may influence must disclose the previous relationship to Human Resources and will not be involved in decisions relating to that individual's promotions, raises, termination or other terms and conditions of employment.

III. Professionalism.

Employees are expected to conduct themselves in a professional manner at all times. Workplace dating, romantic or sexual relationships must not interfere with any employee's professionalism, including treating others with respect and refraining from behavior that may make others feel uncomfortable (for example, overt physical displays of affection and using sexual language). Sexual relations or sexual contact of any kind or with anyone is strictly prohibited in University of Maryland Medical System ("UMMS") facilities.

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Management personnel are expected to set a high standard of professional conduct both at work and in any social setting at events sponsored by UMMS. For this reason, management personnel are prohibited from social interaction with subordinates that is or might be perceived as inappropriate (for example, unwanted flirting, touching or other behavior that may be regarded as sexual harassment).

IV. Discretion and Non-discrimination.

The organization retains discretion in its enforcement of this policy. Decisions made under this policy will be made based on operational and business reasons and without regard to sex, race, color, religion, creed, age (40 and over), national origin, citizenship, physical or mental disability, military service or application, sexual orientation, gender identity or any other protected characteristic under federal, state or local law.

V. Consequences.

A violation of this policy may result in the removal of the management or supervisory employee from his or her position. An individual who violates this policy also may be subject to corrective action up to and including termination from employment. Reports of violations of this policy should be reported to Human Resources.

RELATED POLICIES:

Anti-Discrimination and Harassment