

Consensual Relationship Agreement

We, the undersigned employees, have voluntarily entered a social relationship.

We acknowledge that [Employer] is committed to providing a workplace that is free of harassment, discrimination, conflicts of interest, and favoritism, and that [Employer] will not tolerate unwelcome or offensive conduct, conduct that creates a hostile work environment, or sexual harassment. We have read and understand [Employer's] antidiscrimination and anti-harassment policies.

We understand and agree as follows:

1. The social relationship is welcome and consensual by both employees.
2. Either employee may terminate the relationship at any time without suffering workplace retaliation of any form.
3. If applicable: Neither employee will seek or accept a direct supervisory or reporting relationship with the other.
4. If applicable: [Employee in supervisory position] will not participate in any discussions or decisions related to the terms of [subordinate employee's] employment, including those related to assignments, evaluations, discipline or discharge, compensation, scheduling, promotion or demotion, and development.
5. The employees will not engage in conduct that could reasonably be regarded by co-workers as favoritism.
6. The employees will behave professionally toward each other at all times, even if the social relationship ends.
7. The employees will not engage in public displays of affection or other inappropriate conduct in the workplace or at work-related functions.
8. The social relationship does not violate [Employer's] antidiscrimination and antiharassment policies, and participation in the social relationship has not been made a condition or term of employment.
9. The employees will continue to comply with [Employer's] antidiscrimination and antiharassment policies.
10. The employees will inform [Employer] immediately if the social relationship ends or if the conduct of the other employee is no longer welcome.
11. If applicable: Any dispute arising from the social relationship or this agreement will be resolved through arbitration.
12. This agreement is confidential and intended not to invade employees' privacy but to affirm that both employees have received and agree to comply with all relevant policies.
13. The employees may consult with an attorney before signing this agreement.