

Article 7 - Staff Participation in Political Activities, Staff Gifts, and Solicitations, and Fraternization

Section 7-7.4 Purpose of policy stated; fraternization between managers or supervisors and subordinate employees not forbidden; when transfers or other employment actions are necessary; off duty conduct is considered private. — A. The School Board has created this policy to nurture a working environment with clearly defined boundaries regarding personal relationships between employees in order to maintain an effective school environment for students and employees. The School Board does not prohibit personal relationships between employees but seeks to set forth clear guidelines as to how relationships should be conducted in the workplace.

B. The School Board does not forbid fraternization between managers or supervisors and subordinate employees. However, personal relationships between managers or supervisors and subordinate employees can create an unreasonable possibility of favoritism, conflicts of interest, and claims of sexual harassment. Such relationships may also create serious problems in terms of objective management, accurate evaluations, and discipline.

C. In certain situations, it may be necessary to modify reporting structures, transfer positions, or make other necessary adjustments to work assignments when a personal relationship exists between employees of Suffolk Public Schools.

D. Employee conduct outside of working hours and outside the premises of Suffolk Public Schools is generally regarded as private, as long as such conduct does not create problems within the workplace.

Legal Authority – Virginia Code § 22.1-78.