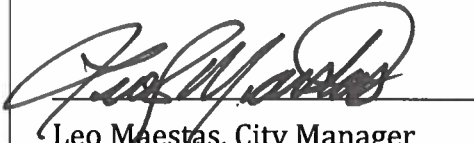


CITY OF LAS VEGAS  
ADMINISTRATIVE REGULATION



SUBJECT: Fraternalization Policy

ADMINISTRATIVE NUMBER: A-21-240
REVISION: N/A
SUPERSEDES:
EFFECTIVE DATE: December 9, 2021
PAGE(S): 2

APPROVED BY:  
  
Leo Maestas, City Manager

**I. AUTHORIZATION:** City of Las Vegas holds its employees to the highest ethical and professional standards. As such, we have created a fraternization policy that outlines our guidelines regarding employees forming personal relationships with each other. Our goal is to protect the well-being of our employees and retain the professional working environment.

**II. OBJECTIVE:** City of Las Vegas Employees are encouraged to develop and maintain professional relationships in the workplace, so long as these relationships do not interfere with the effective functioning of the workplace and goals of our municipality and do not have a negative impact on their work or the work of others. This policy does not prevent the development of friendships or even romantic relationships between coworkers, but it does establish boundaries as to how relationships are conducted during working hours and within the working environment.

**Before developing romantic relationships, consider the potential for:**

- Workplace gossip
- Conflicts of interest
- Sexual harassment allegations

- Favoritism
- Repercussions of a break-up
- Work distraction

**III. SUMMARY:** Employees who engage in consensual romantic relationships must conduct themselves in an appropriate professional manner while on City property and during work time. They should not engage in any inappropriate behaviors that may cause their coworkers to feel embarrassed, awkward or uncomfortable. This includes, but is not limited to, intimate contact like:

- Kissing
- Prolonged hugging
- Hand holding
- Massaging
- Interaction between co-workers that extends beyond business
- Personal texting, emails and calls

Romantic relationships between managers and their employees are not permitted. This situation is unhealthy for workplace morale and creates a conflict of interest, plus the chance for intimidation and/or privileged treatment. Any supervisor, manager or director within the City who engages in a romantic relationship with a member of his or her team or subordinate, must report it to the Human Resources Department immediately. Once reported, the Human Resource Department will evaluate the situation to determine a proper resolution.

Failure to comply with this fraternization policy may result in termination, departmental transfers or voluntary resignation. Employees may report policy violations anonymously through the Human Resources Department. You will not be penalized for reporting inappropriate behavior.