

Employee Relationships

Original Implementation Date	April 2012	Approved by	CAO & Senior Management Team
Date of Last Revision		Approved by	
Effective Date of Last Revision		Approved by	

1 - Business Practice Name

Employee Relationships

3 - Scope

This applies to all non-union HRM employees.

3 - Procedures

Employees engaging in romantic relationships and employees who become married or live in the same household may continue their employment with HRM provided there is not a direct managerial/subordinate relationship between the employees, or a conflict of interest created as a result of the relationship.

In the event that a romantic relationship arises where there is a direct managerial/subordinate relationship between the employees or a conflict of interest, the manager/supervisor and Human Resources will work with the employees to assist in finding an alternate position within HRM, where reasonable. Possible resolution may require one of the employees to transfer to another position within HRM. If this is not possible, one of the employees must resign.

4 - Contact

HR Business Partners