


STRATFORD POLICE DEPARTMENT 	Type of Directive: Policy and Procedure	Updated: 10/13/2021
	Title: Work Place Relationship	No. 2.3
	Issuing Authority: Chief Joseph McNeil	Issued: 10-09-2018
	Reference:	

PURPOSE:

The purpose of this policy it is to establish proper conduct when involved in and procedures for reporting a work place relationship.

POLICY:

It shall be the policy of the Stratford Police Department that any employee(s) that become involved in a dating type relationship report the fact to their immediate supervisor. The intent is not to interfere or stop a healthy dating relationship but rather ensure that the relationship does not interfere with the operations or efficiency of the department.

PROCEDURE:

It is not the Department's intent to interfere with any dating relationship however it is inappropriate for any relationship to interfere with normal work operations in any manner.

Reporting

Any romantic relationship involving personnel at different levels on the chain of command (or where one party has functional supervision over another) shall be reported in writing by the person of higher rank to his/her division commander immediately.

If the relationship involves personnel of the same rank, then it is the responsibility of the officer with more time in grade to report the relationship to their division commander.

Failure by the higher ranking or senior officer to report such a relationship is cause for disciplinary action.

Relationship Guidelines

Any involvement between employees must be voluntary and consensual by both parties. If a party refuses requests or advancements then all attempts shall cease. Repeated requests for a dating relationship may constitute Sexual Harassment.

Behavior between employees involved in a relationship shall be behavioral conducive to a sound professional work environment at all times when on department property or on Town time. As such there

shall be no dating activities such as hand holding, kissing, hugging, inappropriate electronic communications sexual comments and other behavior generally associated with a dating relationship) on Town time or department property. There shall be no use of Town property to arrange dating activities.

At no time shall an Officer initiate, agree to, or participate in a relationship with any probationary officer, cadet or trainee or perspective officer.

Supervisor Responsibility

The commander receiving this information shall conduct an interview with both parties and then promptly notify the Chief of Police through the chain of command. The commander shall take the necessary steps to ensure that the relationship will not detract from a sound professional work environment, which may include the transfer of the higher-ranking person to another division or shift.

Division commanders shall monitor all supervisor/subordinate relationships under their command and immediately report any problems through the chain of command to the Chief of Police.

For the purposes of this section, supervisor shall mean any officer in this Department holding the rank of Sergeant or above, as well as any other employee, sworn or civilian, regardless of rank, who exercises supervisory authority (i.e., training instructor, Animal Control Officer, etc.) over other employees of this Department