

## **EMPLOYEE DATING POLICY**

Douglas County Libraries (the “Library”) strongly believes that a work environment in which employees maintain clear boundaries between personal and business interactions is necessary for effective business operations. Although this policy does not prevent the development of friendships or romantic relationships between co-workers, it does establish boundaries as to how relationships are conducted during working hours and within the working environment.

Individuals in supervisory or managerial roles, and those with authority over others’ terms and conditions of employment, are subject to more stringent requirements under this policy due to their status as role models, their access to sensitive information, and their ability to affect the employment of individuals in subordinate positions.

This policy does not preclude or interfere with the rights of employees protected by the Colorado Labor Peace Act, Protecting Opportunities and Workers’ Rights (POWR) Act, or any other applicable statute concerning the employment relationship. Additional details can be found in the Library’s Employee Handbook.