

Privateer Security Forces Off-Duty Fraternization and Relationships Policy

1. Introduction:

Privateer Security Forces ("Company") is dedicated to fostering a professional and respectful work environment that adheres to the highest standards of integrity, professionalism, and ethical conduct. This Off-Duty Fraternization and Relationships Policy ("Policy") outlines the guidelines and expectations regarding off-duty interactions and relationships among employees of the Company.

2. Purpose:

This Policy aims to:

- Prevent conflicts of interest, power dynamics, and potential harassment arising from off-duty fraternization.
- Ensure a work environment that prioritizes professionalism, mutual respect, and equal treatment.
- Provide clarity on acceptable interactions and relationships within the organization.

3. Off-Duty Fraternization:

All employees are required to sign the Extra-Professional Relationship Waiver ("Waiver") before engaging in any form of off-duty fraternization, including but not limited to:

- Social gatherings outside of work.
- Dining or consuming meals together.
- Attending events, parties, or recreational activities.

4. On-Duty Meals and Patrols:

Employees may share on-duty meals while in the course of duty only if they are on patrol and in the same vehicle. All other on-duty meals should be taken individually to maintain professionalism. This does not include company sanctioned meals in which all members of the company are invited, or meetings strictly for company business in which a meal is provided.

5. No Fraternization without the Waiver:

No form of off-duty fraternization is allowed unless the employees involved have signed the Waiver. This requirement applies to all employees, regardless of their position within the organization.

6. Prohibited Behaviors:

- **On-Duty Flirting and Advances:** Any on-duty flirting, romantic advances, or personal relationships are strictly prohibited.
- **On-Duty Sexual Activity:** Engaging in any form of sexual activity while on duty is prohibited and will result in disciplinary action.
- **Friendship Restrictions:** While employees are encouraged to foster positive relationships with colleagues, personal friendships that compromise professionalism or create conflicts of interest are discouraged.

7. Transfer of Supervisory Duties:

In order to prevent discernable power dynamics within the organization, any employee entering an off-duty relationship with another employee will result in an immediate transfer of supervisory duties. This transfer ensures a fair and unbiased work environment for all employees.

8. Disciplinary Measures:

- **First Offense:** Any on-duty flirting, advances, or sexual activity will result in immediate suspension.
- **Second Offense:** A second offense will result in a longer suspension, demotion, or other disciplinary measures.
- **Third Offense:** A third offense will result in mandatory summary dismissal from the Company.

9. Extra-Professional Relationship Waiver:

Employees engaging in an extra-professional relationship must sign the Waiver, acknowledging their understanding of the potential legal implications and waiving certain rights under specific circumstances.

10. Reporting and Transparency:

Employees are encouraged to report any concerns or incidents related to off-duty fraternization or inappropriate behavior to the appropriate channels within the Company. All reports will be handled confidentially and with sensitivity.

11. Compliance:

All employees are required to comply with this Policy. Failure to comply may result in disciplinary action, up to and including termination.

12. Conclusion:

Privateer Security Forces is committed to maintaining a work environment that is free from conflicts of interest, harassment, and power dynamics. This Policy reflects our dedication to professionalism, respect, and fairness among all employees. By adhering to these guidelines, we collectively contribute to a positive and productive workplace culture.