



UNIVERSITY OF CENTRAL OKLAHOMA

Policy ID: ADM-HUM-8 Minor Revision1

Title: Workplace Relationships

Description: University policy concerning workplace relationships

Category: Human Resources

Applies to: staff, faculty

Contact: [Human Resources](#)

Purpose: Consenting romantic or sexual relationships between employees, and especially between a supervisor/manager and an employee, may at some point lead to complications and significant difficulties for all concerned — the employee(s), supervisor/manager, co-workers, and UCO. For this reason, consenting romantic or sexual relationships between a supervisor/manager and a subordinate are expressly prohibited.

Policy Statement: If a romantic or sexual relationship between employees occurs that violates the anti-nepotism policy, the involved employees must disclose the existence of the relationship to Employee Relations in the Offices of Human Resources.

Upon being informed or learning of the existence of such a relationship, UCO may take all steps that it, in its discretion, deems appropriate, especially as it relates to bringing the situation into compliance with the provisions of anti-nepotism, even if one or both of the employees must leave the University's employment. This shall apply without regard to gender and without regard to the sexual orientation of the participants in a relationship of the kind described.

Glossary of Terms:

Legal

Citation:

Campus

Links:

FAQs:

Formerly

known as:

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