



Consensual Relationship Agreement

By signing this Agreement, I, _____, affirm that the personal relationship (“the Relationship”) between me and _____ (“Employee”) is completely and entirely welcome, voluntary and consensual and is unrelated to _____ (“the Company”), our professional or work-related responsibilities or duties, or our respective positions in the Company.

As an important condition of my continued employment with the Company, I agree as follows:

1. I understand and agree that I will not allow the Relationship, or, should it happen, the end of the Relationship, to impact my job, Employee’s job, the jobs of our coworkers, staff or superiors, our working relationship or the Company. I agree that I will not engage in favoritism or retaliation toward Employee concerning work assignments or activities, or treat other employees less favorably because of my Relationship.
2. I understand that conduct or speech in the workplace that is sexual, romantic or overly personal may be embarrassing, objectionable or offensive to others and would be a violation of Company policy. I agree not to engage in such conduct on Company property or at work at any time. I agree that I will not engage in any personal, romantic or non-business-related communications with Employee or any other person involved with the Company on a Company telephone, computer, pager, cell phone, e-mail account or other Company communication method or equipment. I understand that the Company can and will access all of my telephone calls, e-mails, voicemails, text messages or other communications conducted on Company property, on Company time, or using Company equipment.
3. I have read and understand my rights and the prohibitions against sexual harassment as set forth in the Company’s policy against harassment, a copy of which is attached to this Agreement. If, at any time during my employment with the Company, I believe that Employee (or any other employee, vendor, customer, or other person) has violated the Company’s policy against sexual harassment or any law or regulation related to unlawful sexual harassment or discrimination, or that the Relationship has negatively affected in any way the terms and conditions of my employment, or that I have experienced retaliation in the workplace, I will immediately report it to management in accordance with the reporting procedures contained in the Company’s policy against harassment. I understand that the Company will investigate my report of harassment or retaliation and take any and all appropriate remedial action, up to and including termination of any or all



necessary personnel involved in the harassing circumstance, and that appropriate steps may also be taken to deter any future violations or incidents of harassment, discrimination or retaliation.

4. I understand that if I am found to have engaged in harassing, discriminatory or retaliatory behavior toward Employee or any other person involved with the Company, I will be subject to disciplinary action up to and including termination of my employment.
5. I understand that sometimes an individual may feel compelled to engage in or continue a relationship against his or her will, out of concern that it may affect the job or working relationship. By my signature below, I am affirming that this is not the case with my Relationship. I understand that I have, and Employee has, the absolute right and ability to end the Relationship at any time, without repercussion of any work-related nature, and without retaliation of any form.
6. I understand that the Company will continue to make unbiased decisions with respect to our individual positions, responsibilities, work performance, salary, and career path, consistent with the Company's priorities to serve the interests of our clients, employees, vendors, and other persons interacting with the Company. I understand that neither I nor Employee are permitted to influence, attempt to influence, or participate in such decisions.
7. I understand that I am and will be held personally responsible for any damages or harm to any other person and/or the Company arising out of my conduct or my activities related to the Relationship, including but not limited to any damages caused by a third party in the workplace as a result of my Relationship or the end of the Relationship, to the extent permitted by law. I understand that I am personally responsible for ensuring that my Relationship or other aspects of my personal life do not impact the workplace in any manner. I understand that if the existence of, or the end of, my Relationship, or any other matter of a personal nature, makes it impossible for me to perform my job duties effectively and/or to maintain professional conduct and behavior in the workplace, or if my conduct makes it impossible for Employee to do so, I will be subject to disciplinary action, up to and including termination.
8. I understand that if at any time, I believe that my rights have been violated in any way with regard to my Relationship or my employment with the Company, I will immediately report it to management in accordance with the reporting procedures contained in the Company's policy against harassment.
9. I have read and understand this Agreement and the accompanying policy against sexual harassment, and I understand and agree to comply with this Agreement and the attached policy.

Sign and date on next page.



Dated: _____ Print Name: _____

Sign Name: