FISHER COUNTY HOSPITAL DISTRICT

Administration: Anti-Fraternization Former Name: "Employee Relationships"	Policy #139
Subject: Employee Relationships	Reviewed/Revised: 10/2026
Written: 2/2003	Approved by Governing Board: Date:

POLICY

Fisher County Hospital District (FCHD) prohibits romantic or sexual relationships between employees, particularly when employees work in the same department or when one employee has direct or indirect supervisor authority, influence, or decision-making power over the other. This policy is intended to prevent conflicts of interest, favoritism, interference with FCHD operations, and situations that may negatively impact the workplace.

FCHD reserves the right to take appropriate actions, including reassignment and/or termination of employment of one or more involved employees, in response to violations of this policy or circumstances that negatively impact FCHD, including interference with operations, declines in work production and efficiency, interruption of duties and responsibilities, strained working relationships or work environments, and situations that may create a hostile work environment or discriminatory or harassing behavior.

All employees are required to disclose any existing or developing romantic or sexual relationship with another FCHD employee to Human Resources (HR). Failure to disclose a relationship or comply with this policy may result in disciplinary action, up to and including termination of employment.

FCHD reserves the right to take appropriate corrective or disciplinary action, including reassignment, modification of job duties or reporting relationships, and/or termination of employment of one or both involved employees, in response to violations of this policy or circumstances that negatively impact FCHD operations or the work environment.

Procedure

1. Prohibited Relationships

Romantic, dating, intimate, or sexual relationships between FCHD employees are prohibited. Relationships involving employees within the same department or where one employee exercises actual or apparent authority over another are strictly prohibited. Authority or influence includes, but is not limited to, involvement in hiring, scheduling, work assignments, performance evaluations, compensation, promotions, disciplinary decisions, or termination of employment.

2. Mandatory Disclosure

Employees must promptly disclose any existing or developing romantic, dating, intimate, or sexual relationship with another FCHD employee to HR. Employees involved in relationships

existing before the implementation of this policy must disclose such relationships within 30 calendar days of the policy's effective date. Disclosure of a relationship does not constitute approval or exemption from this policy. Failure to disclose, intentional concealment, or providing false or misleading information regarding a prohibited relationship may result in disciplinary action, up to and including termination.

3. Review and Corrective Action

Upon disclosure or identification of a prohibited relationship, HR and Administration will review the circumstances and determine appropriate corrective action. Corrective action may include reassignment, modification of job duties, changes in supervisory or reporting relationships, or termination of employment of one or both employees. All decisions will be based on the circumstances involved, operational needs, potential conflicts of interest, and applicable employment laws.

4. Employee and Management Responsibilities

All employees are responsible for maintaining professional boundaries and complying with this policy. Supervisors and department managers are responsible for maintaining professional workplace relationships and promptly reporting known or suspected policy violations to HR. Employees must not allow personal relationships to interfere with their job responsibilities, productivity, patient care, workplace relationships, or FCHD operations.

5. Reporting and Investigation

Suspected violations of this policy must be reported to HR or Administration. All reported violations will be reviewed promptly and objectively. Information will be maintained confidentially to the extent reasonably possible within the HR and Administration department. Employees are expected to cooperate with any investigation conducted under this policy.

6. Disciplinary Action

Violations of this policy, including failure to disclose a prohibited relationship, may result in disciplinary action, up to and including immediate termination of employment. FCHD reserves the right to determine appropriate disciplinary action based on the nature and severity of the violation, the circumstances involved, and the impact on hospital operations. Progressive discipline is not required before termination when the circumstances warrant immediate action, subject to applicable law and FCHD personnel procedures.

7. Non-Retaliation

FCHD prohibits retaliation against any employee who reports a suspected policy violation in good faith or participates in an investigation. Any employee found to have engaged in retaliation may be subject to disciplinary action, up to and including termination.

8. Employee Acknowledgment

Acknowledgment does not constitute an employment contract or alter any applicable employment rights. Employees are responsible for complying with this policy regardless of whether an acknowledgment has been signed.