



# Fraternization Policy

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(template)

THIS FRATERNIZATION POLICY TEMPLATE SHOULD BE USED ONLY AS A GUIDE. YOU MUST REVIEW, IN DETAIL, THE VARIOUS POLICIES AND PROCEDURES CONTAINED HEREIN AND MODIFY AS APPROPRIATE FOR YOUR RESTAURANT. COMPETENT LEGAL ADVICE SHOULD ALSO BE SOUGHT TO VERIFY THAT THIS POLICY IS IN COMPLIANCE WITH LAWS AND STATUTES IN YOUR AREA.



# Fraternization Policy

## Objective

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[*Restaurant name*] encourages managers and employees to develop positive working relationships and share a spirit of teamwork and camaraderie. While it is not the intent of [*Restaurant name*] To become involved in the personal lives of its employees, we must all recognize there are certain situations which may make it difficult to operate a business on a purely objective basis.

## The Following Polices Will Apply to All Employees:

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- Management personnel are not permitted to date, cohabitate, or have any close personal or physical relationship with employees who are under their direct supervision, in their chain of command, or in a position that such manager can affect their assignments, schedules, pay raises, promotions, or advancement opportunities.
- Employees of [*Restaurant name*] are not permitted to date, cohabitate, or have any close personal or physical relationship with managers who are their direct supervisors or managers, within their chain of command, or in a position that such manager can affect their assignments, schedules, pay raises, promotions, or advancement opportunities.
- Management should not become involved in any relationships or circumstances with any employee (whether in their chain of command or not), on or off duty, which would lead to perceptions of favoritism or any other problems which make it difficult to promote harmonious operations.
- Additionally, employees who are not in the same chain of command may date, develop friendships and relationships both inside and outside of the workplace as long as the relationships do not negatively impact the culture of the restaurant, the harmonious work environment, or the productivity of the employees.

Violations of this policy by management or employees can result in disciplinary action, up to and including termination of employment.

## Acknowledgement:

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I acknowledge receipt of and have read the Fraternization Policy and I agree to abide by it in its entirety.

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Manager's Name

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Employee's Name