

### **Staff Power-Differentiated Fraternization**

In addition to BPS's policy against sexual harassment, it is the policy of BPS to ensure that the work environment is free from intimate, romantic, or dating relationships between supervisors and their subordinates or between employees involved in a power-differentiated work relationship. BPS believes that such power-differentiated relationships can lead to sexual harassment in the workplace (or the appearance of harassment) and adversely affect company morale, operations, and productivity because of favoritism, bias, or unfair treatment (or the appearance of favoritism, bias, or unfair treatment). A power-differentiated relationship is any supervisor/subordinate work relationship or other work relationship in which one employee supervises or manages (directly or indirectly) another employee or makes decisions concerning another employee's terms, conditions, or privileges of employment.

BPS does not intend this co-worker dating policy to otherwise discourage friendship or social activities among the company's employees. This policy applies solely to employees who are involved in a power-differentiated work relationship and who are engaged in an intimate, romantic, or dating relationship.

#### **Covered Employees**

This policy applies to all BPS employees.

#### **Application and Enforcement**

To enforce this policy, BPS believes that communication and dialogue between management and other employees, in order to protect the interests of both, are extremely important. Therefore, BPS will apply an "open-door policy" to effectuate the expressed purposes of this co-worker dating policy and to allow employees involved in a supervisor/subordinate or other power-differentiated relationship to discuss their situation with the appropriate management officials. As part of the open-door policy, when an intimate, romantic, or dating relationship develops between a supervisor and subordinate, the employees involved in the relationship are strongly encouraged to report it immediately to the company's human resources department or any other management official.

Once BPS learns that an intimate, romantic, or dating relationship exists between a supervisor and subordinate or between other power-differentiated employees, BPS may attempt to modify the work relationship by transferring at least one of the employees within the organization to remove the direct supervisor/subordinate relationship or by considering other available options. In making this decision, BPS will work with both employees and obtain their input on which employee would best be suited to a transfer or any other available option. This decision, however, remains solely in BPS's discretion. If these options are unworkable, BPS may give the employees the option either to terminate their relationship or to continue it. If the employees choose to continue the relationship, one employee may be asked to resign. Additionally, supervisors who have had a dating relationship with any subordinate will not be permitted to

have any continuing influence over the subordinate employee's promotions, raises, or other terms of employment.

**Violations of Policy**

If BPS determines that an employee has encouraged, participated in, or permitted a violation of this policy, the employee will be subject to appropriate disciplinary action. If, however, any violation of this policy has caused or led to favoritism, unfair bias, harassment, or preferential treatment or has in any way adversely affected company operations or productivity, then more serious disciplinary action may be taken, up to and including termination from employment. This policy is not a contract of employment and does not purport to change, alter, or modify each employee's at-will or contractual employment relationship with BPS. The above-mentioned policy is a condition of each employee's employment.