



Jeffrey R. Gahler,  
Sheriff

# HARFORD COUNTY SHERIFF'S OFFICE PERSONNEL POLICY

## Fraternization

<b>Distribution:</b>	<b>All Personnel</b>	<b>Index:</b>	<b>PER 0809</b>
<b>Responsible Unit:</b>	<b>Training Academy</b>	<b>Rescinds:</b>	
<b>DLI Program:</b>	<b>N/A</b>	<b>MD Code:</b>	

<b>Issued:</b>	<b>2/15/19</b>	<b>Revised:</b>	<b>2/07/19</b>	<b>Reviewed:</b>	<b>2/07/19</b>	<b>Next Review:</b>	<b>2/15/21</b>
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### 1. Purpose

To provide guidance concerning relationships between deputy recruits and Harford County Sheriff's Office (HCSO) employees.

### 2. Policy

Deputy recruits and HCSO employees will refrain from inappropriate relationships.

### 3. Definitions

**FRATERNIZATION:** includes, but is not limited to intimate relationships; communication via social networking; or socializing outside of the work setting while on or off duty.

**INTIMATE RELATIONSHIP:** any personal display of intimate affection or sexual contact of any kind, or contact that is not related to official HCSO business.

### 4. Procedures

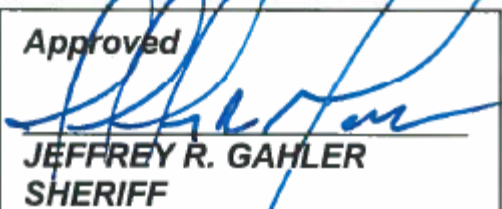
A. The HCSO has a zero tolerance policy for sexual harassment in any form as outlined in policy PER 0301 (Sexual Harassment/ Workplace Harassment / Discrimination).

B. Fraternalization

1. Deputy recruits will refrain from fraternizing with other members of the HCSO unless it pertains to official HCSO business.
2. Any violation of this policy will be immediately brought to the attention of the Training Director.

C. Pre-existing and Familial Relationships

1. Familial relationships and pre-existing relationships between sworn employees and deputy recruits are exempt from this policy; however, they must be brought to the attention of the Training Director immediately.

Approved  
  
 JEFFREY R. GAHLER  
 SHERIFF  
 DATE 2/14/19