



AC19

PERSONAL RELATIONSHIPS

AC19

Effective Date: 12 April 2016
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POLICY

1. Employees of the Delta Police Department (“Department”), including volunteers, who intend to become or are in a personal relationship with another employee, that is familial, sexual or romantic, or financial or business in nature, must at their earliest opportunity report the relationship to the Inspector, Human Resources, if:
 - a) one employee reports to the other;
 - b) a potential conflict of interest exists, characterized by circumstances in which a reasonable person would have concern that the relationship may cause the employee to take action or fail to take action, or make a decision or fail to make a decision, based in whole or in part on the relationship, rather than on the employee’s professional duties and responsibilities; or
 - c) a potential power imbalance exists, in which one employee has or may be perceived to have influence in the workplace in relation to the other’s career.
2. Section 1 also applies to employees seconded to an integrated unit or another agency, in terms of a relationship with another person in that unit or agency.
3. Any employee who becomes aware of a potential relationship, as described in Section 1, must report the same to the Inspector, Human Resources.
4. When a relationship as described in Section 1 is or becomes known to the Inspector, Human Resources, the Inspector must:
 - a) take action to reassign either or both employees, so that one no longer reports to the other;



- b) take action to eliminate or adequately minimize a conflict of interest, including, if necessary, reassigning either or both employees; or
 - c) engage with the employees to identify risks that may be associated with a power imbalance, and seek to manage those risks, including by, if deemed appropriate, reassigning either or both employees.
5. No employee may be appointed or placed in a position of authority over an employee with whom they are having a personal relationship, or participate in any evaluation procedure, complaint process, or disciplinary matter involving that employee.
6. Employees involved in personal relationships shall not be placed and may not remain in a partnership or an assignment where they will work directly with each other except in the following situations:
 - a) call out;
 - b) additional staffing needs required over a minimal period of time; and
 - c) unique or special circumstances, approved by the Deputy Chief, Administration Bureau.
7. Employees shall disclose any personal relationship that has the potential to put at risk the security of the Department, operations, investigations, police information, or other employees, and, if the risk cannot be sufficiently mitigated, the employee may be terminated.

REASON FOR POLICY

8. To seek to ensure that employees' personal relationships do not negatively impact their and others' positions and employment.
9. To outline the responsibilities of employees to disclose personal relationships, and of supervisors and management to manage the circumstances.

RELATED POLICIES



AC11 – Conflict of Interest

PROCEDURES

All relevant aspects of Policy AC19 are addressed under the heading of 'Policy' above.